

CORE Value Words

Community	7
Perseverance	6
Growth	5
Character	4
Compassion	4
Critical thinking	4
Integrity	4
Contribution	3
Excellence	3
Accountability	2
Engagement	2
Opportunity	2
Belonging	1
Culture	1
Diversity	1
Initiative	1
Respect	1
Safety	1
Teamwork	1
Trust	1

Include goals and key performance indicators related to developing, recruiting, and retaining talent in the district strategic plan. Respondents suggest this is KPBSD's area of highest priority and lowest performance, particularly as it relates to recruitment and retention of high-quality teachers. Developing district and school leaders also rates low in terms of current district performance, and maintaining optimum staffing levels is the only subdomain garnering more than half of respondents' support for prioritization.

Recruiting, Retention of Staff **Financial Solutions**

- Better Tier retirement (DEED)
- Tier I & II retained teachers, because they were incentivized to stay for 20-25 years.
- Tier III & IV, have no incentive to stay.
- Relocation Incentives
- KPBSD must be competitive in both \$\$\$ and benefits
- Recognize teachers with more incentives for their extra work
- Waiting 6 weeks to get paid for new staff is difficult. Can we provide an option for them to work to get a pay check August 30th.
- Signup/on bonuses upon 1-year contract completion.

- Signing bonus for new and returning teachers.
- Offer free tuition for MAT programs
- College loan debt payment program for recruiting new teachers (difficult to fill positions)
- Give credit for more years of experience
- Pay student teachers from outside colleges to student teach up here
- Start the hiring season earlier. You are competing with rural districts that hire in February and March. If teachers (or admin) from rural AK want to make the jump to KPBSD they must resign their current position without even being able to see what positions will be open in KPBSD.

Professional Growth

- New Teacher/Staff Academy – Summertime Option to avoid disruption during the school year.
- Onboard our new teachers with different programs/curriculum offered in the KPBSD.
- Students start later for student contact time to increase time for professional development.
- Ready to use curriculum & materials that are readily accessible.
- Curriculum rollouts-Stagger timelines between core content with math and reading.
- Reserve an F&P trainer on a Saturday and pay teachers to attend.
- Fountas & Pinnell-Difficult program to support for new teachers.
- PD for credit that the district can pay toward Career Advancement.
- Build more school leaders through cohorts to build capacity to lead in the future within the KPBSD
- Improve coaching at the state level should be a coach who is removed from the district.
- Need to have individual plans to meet new teachers where they are at and help them improve, without judgement.
- Improve local teaching programs
- More teacher prep programs to grow your own within district cohorts with support from master teachers.
- Relationship/mentor system more effective
- Provide mentors for new teachers within the building they are hired into – provide mentors a small stipend to work with the new to district/school teachers
- instructional coaches to support more in depth than they can now.
- Ensure that new teachers are paired up early with positive models within the school – those who are supportive of the school and helpful to the teacher
- Mentor-Teacher relationship with quality Teacher
- Conduct exit interviews for every employee/teacher that leaves, and share that with the Admin team (without names attached) to see if there are patterns, or solutions of why teachers leave, and brainstorm what can be done going forward.

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Quality of Life (Work Life/Balance)

- Housing Options for new to area staff
- We keep adding and adding but nothing seems to come off of teacher's plates.
- Create a culture of family at the building level
- Clear and compassionate communication to all staff and teachers
- Open positions EARLY
- Offer tenured contracts in January
- Ensuring the District has adequate substitutes-Direct effect on teacher burnout
- Class & case load sizes must be smaller than the other big districts
- Provide some sort of incentive that makes a teacher's life easier up here – a co-teacher, an instructional aide, a lower PTR, etc.

Recruitment

- Partnering with high-quality teacher education programs outside the state, to recruit students for student teaching (for later hiring).
- Helping to create a more high-quality teacher education program by providing feedback with UAS and forming relationships.
- Admin should be involved in the recruiting. At our old colleges maybe.
- Agreement with UA system for student teachers – get more student teachers in our buildings so we have more to choose from
- Have an UA office on the Peninsula to recruit and be a part of the teaching certification program
- Recruitment program from within, provide supports for classified personnel to become certified

Use a variety of data sources to further prioritize amongst the strategic areas explored in this diagnostic. KPBSD's strategic planning core team indicates that nearly all strategic areas are medium or high priority, and school and district staff rate KPBSD's performance in all strategic areas as below expectations. In developing strategic goals and key performance indicators, KPBSD should leverage other data, such as student and family survey data along with student outcomes and participation data, in order to more clearly prioritize amongst the needs identified in this diagnostic.

- Maybe data is collected on the basis of goals, and goals are not necessarily generated or prioritized on the basis of data.
- ACT/SAT scores, as indicating college-readiness
- How many kids are in sports, as indicating student engagement leading to retention
- How many in 9th grade at the end of 9th have all 6 credits, as indicator for graduation.
- Self-Tailored Parent & Student Survey (indicates public perception of the school)

- How many students fail a class? Look for a pattern outside the norm, indicates a change or event that needs to be addressed – and need for interventions
- Attendance for Parent Teacher Conferences, to indicate whether we need to think about how to get more parents to show up
- KP BIS data, as indicating how KP BIS is being installed with fidelity
- Staff satisfaction survey
- Minute meetings with students
- Track post-graduation progress, career readiness etc. Get feedback from community businesses. Survey businesses.
Vocational goals to be as important as academic goals- go beyond college- prep goal to include more vocational goal setting
- Alumni survey for those that have graduated from our district
- Survey students interests to diversify class offerings that is beyond college defined offerings
- MAPS as a state testing tool
- MAPS—with expectations set at the district level
- Map testing all the way down to kindergarten to see that growth and also to provide an untimed alternative to AIMS Web assessments.
- Interest/Occupational Indicator Test to put students on the right track for either college prep, tech field, or job force
- Try focus groups to gain wider spread comments vs. “canned” survey responses
- Helps those in the focus group to hear others’ opinions and reflect on their own
- Key Communicator groups be more of Key Dialoguer groups – allowing for two-way discussion of topics raised such as in a focus group?
- Assessing the need for vocational programs beginning in middle school and going into high school
- Addressing conflicts between vocational class credits and Alaska Performance scholarships (Single tract vs. multitrack)
- Assessing the need for teacher preparation programs to address certifications in vocational program (culinary, life skills, etc.) and offering those classes in our schools.
- Time to not only assess data but also to make plans on how to use the data in the classroom
- Size of school can impact effectiveness of surveys
- Individual parent communication for smaller schools
- Site Council
- Interview individuals
- When surveying students, ensure that surveys are issued at different points in time
- Observational data/possible
- Checklist
- Awareness if Survey Overkill

