

2022-2027 KPBSD Strategic Plan Update

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Mission and Vision

Mission- Supporting Students in Life Success

Vision- Every KPBSD student will be a lifelong learner who will graduate with the knowledge, skills, integrity, perseverance, and community connectedness needed to pursue their passions and desired post-secondary opportunities.

Core Values

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Community



Perseverance



Integrity



Academic Excellence

Priorities

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Priority One- Student Success

Priority Two- School Climate and Safety

Priority Three- Family and Community Engagement

Priority Four- Workforce Development

Priority Five- Organizational and Resource Management

Priority One- Student Success

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1. Students will learn literacy skills through engaging instruction grounded in evidence and research based best practices.

1a. By SY 2026-27, 75% of elementary teachers will successfully complete extensive training in evidence-based literacy instruction

Update

- Science of Reading Endorsement Required by July 1, 2025
- Continue CKLA Support from Attuned
- ECRI Study Participation

Priority One- Student Success

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1. Students will learn literacy skills through engaging instruction grounded in evidence and research based best practices.

1b. By SY 2026-27, 75% of secondary teachers will successfully complete extensive training in evidence-based literacy instruction and content area reading strategies.

Update

- Into Literature Professional Development for ELA 6-12 offered in FY 2025 and mandatory for all ELA secondary teachers for FY 2026

Priority One- Student Success

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2. Increase the number of students at grade level proficiency or above in reading by building student confidence and success in their reading abilities.

2a. By SY 2026-27, 85% of 3-8th graders will meet or exceed their Reading MAP Growth percentile from the Fall to Spring Assessment.

- 43% of students that took the MAP Growth Language Usage assessment met their projected goal whereas 40% met it last year.

Priority One- Student Success

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2. Increase the number of students at grade level proficiency or above in reading by building student confidence and success in their reading abilities.

- Denise Kelly, Director of Student Support Services is researching.

Update

- MAP Growth Training
- NWEA MAP Premium Growth PD

*** MAP Growth for Math data 65% of students that took the MAP Growth Math assessment met their projected goal whereas 59% met it last year.

Priority One- Student Success

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3. Increase the number of students who are at grade level proficiency or above in math using targeted core instruction and assessments.

3a. By SY 2026-27, 85% of 3-8th graders will achieve grade level proficiency in the Math AK STAR assessment.

Update

- AK STAR 2024 37% - 2025 results not posted

Priority One- Student Success

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3. Increase the number of students who are at grade level proficiency or above in math using targeted core instruction and assessments.

3b. By SY 2026-27, 75% of all students with disabilities will achieve grade level proficiency in the Math AK STAR assessment.

- AK STAR 23-24 12.45 % AK STAR 2024 - 2025 results not posted

Update

- PD on assessment blueprints & iReady pre-requisite reports for interventionists
- Mandate student participation in AK STAR Practice Tests at every school site prior to the assessment in 2025-2026
- ***MAP Growth is projecting that 41% of our students will be proficient in the AK STAR math assessment. Last year's projection was 38% and the actual number was 36%.

Priority One- Student Success

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4. Increase the number of students who are at grade level proficiency or above in English Language Arts.

4a. By SY 2026-27, 85% of 3-8th graders will achieve grade level proficiency in the Reading AK STAR assessment.

Update

- AK STAR 2024 36% - 2025 results not posted

Priority One- Student Success

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4. Increase the number of students who are at grade level proficiency or above in English Language Arts.

4b. By SY 2026-27, 75% of all students with disabilities will achieve grade level proficiency in the Reading AK STAR assessment.

- AK STAR 23-24 9.82% AK STAR 2024 - 2025 results not posted

Update

- PD on assessment blueprints & iReady pre-requisite reports for interventionists
- Mandate student participation in AK STAR Practice Tests at every school site prior to the assessment in 2025-2026
- ***MAP Growth is projecting that 38% of our students will be proficient in the AK STAR ELA assessment. Last year's projection was 37% and the actual number was 35%.

Priority One- Student Success

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5. Increase College and Career Pathways and Career Cluster opportunities.

5a. By SY 2026-27, KPBSD will offer clearly defined Career Clusters with robust offerings of specific Pathways and opportunities for any student who wishes to participate in college or career readiness opportunities.

- KPBSD CTE Pathways
 - Agriculture, Food and natural Resources
 - Architecture and Construction
 - Business management, Administration and Communication
 - Education and Training
 - Health and Human Services
 - Hospitality Tourism and Marketing
 - Information Technology (IT) and Computer Science
 - Law, Public Safety and Corrections
 - Manufacturing and Transportation
 - STEM: Science, Technology, Engineering and Mathematics

Priority One- Student Success

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5. Increase College and Career Pathways and Career Cluster opportunities.

Update

- Provide ongoing support and collaborative professional learning that is job embedded and directly associated to the materials teachers are to use with integrity. Use qualitative and quantitative data to monitor implementation.
- Prioritize access and funding for the 2025-2026 School Year

Priority One- Student Success

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6. Increase the number of CTE Opportunities and Certification completers.

6a. By SY 2026-27, KPBSD will offer a variety of CTE Certification options and will support and clearly track CTE concentrators and certificates earned.

Update

Dual Enrollment -

- 10 students completed the CNA certification during Fall 2024
- 10 enrolled Spring 2025.
- 4 students completed 8 college welding classes for Fall 2024
- 15 students enrolled in 25 college welding classes for Spring 2025.
- = 227 college credits in CTE courses

Priority One- Student Success

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6. Increase the number of CTE Opportunities and Certification completers.

Update

Spring 2025 KPBSD 475 students enrolled in at least 1 Dual credit course.

Prioritize access and funding for the 2025-2026 School Year

KPC/KPBSD CTE Perkins Grant for 2025-2026 School Year with defined pathways and pre-requisites

KPBSD has purchased Naviance which is a post-secondary planning tool for students and counselors.

Priority One- Student Success

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7. Increase the number of postsecondary opportunities available throughout KPBSD, including Dual enrollment, JumpStart, and Middle College offerings.

7a. By SY 2026-27, 100% of KPBSD graduates will be encouraged to complete at least 2 college credits.

7b. By SY 2026-27 100% of KPBSD graduates will have the opportunity to take a course for college credit and earn postsecondary credits through dual enrollment.

7c. 100% of KPBSD students will have support in planning, enrolling and completing dual enrollment courses and planning their post-secondary options.

Priority One- Student Success

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7. Increase the number of postsecondary opportunities available throughout KPBSD, including Dual enrollment, JumpStart, and Middle College offerings.

Update

- KPBSD recognizes AP courses with an AP score as 3+ equivalent to college courses.
- Provide ongoing support and collaborative professional learning that is job embedded and directly associated with the materials teachers are to use with integrity. Use qualitative and quantitative data to monitor implementation.
- KPC/KPBSD Perkins Postsecondary Grant to expand Welding, Process Technology and Business Certifications

Priority Two- School Climate and Safety

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1. Students feel connected, safe, valued and welcome in their school environment.

1a. By SY 2026-27, the percentage of students reporting they “feel safe at school”, as measured by the annual school climate and mindset survey, will increase to 95%.

Update

- 3-5 84%
- 6-12 74%

Priority Two- School Climate and Safety

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1. Students feel connected, safe, valued and welcome in their school environment.

1b. By SY 2026-27, the percentage of students reporting they “feel welcome at school”, as measured by the annual school climate and mindset survey, will increase to 95%

Update

Clarification: The statement on the Hanover Survey is “The school is a welcoming place for students and families like mine. Duplicitous to Goal 3.

- 3-5 88%
- 6-12 71%

Priority Two- School Climate and Safety

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2. The school and classrooms will exhibit a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness, and civic responsibility.

2a. By SY 2026-27, the percentage of students reporting they “get along with students who are different from you” as measured by the annual school climate and mindset survey, will increase to 95%.

Update

- 3-5 83%
- 6-12 73%

Priority Two- School Climate and Safety

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2. The school and classrooms will exhibit a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness, and civic responsibility.

2b. By SY 2026-27, the percentage of students reporting they “respect other people’s opinions, even if they are different from yours as measured by the annual school climate and mindset survey, will increase to 95%.

Update

- 3-5 85%
- 6-12 77%

Priority Two- School Climate and Safety

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2. The school and classrooms will exhibit a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness, and civic responsibility.

2c. By SY 2026-27, the percentage of students reporting they “being bullied on school property” decreased by 10% on the Youth Risk Behavior Survey (2019 reported 26% of students are bullied).

Update

- 2025 Data not released yet

Priority Two- School Climate and Safety

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3. School environment and culture honors and celebrate diversity and respond effectively to the social-emotional experiences of every student and family.

3a. By SY 2026-27, the percentage of students reporting the school is a “welcoming place for students and families like mine” as measured by the annual school climate and mindset survey will increase to 90%.

Update

- 3-5 88%
- 6-12 71%

Priority Two- School Climate and Safety

25

3. School environment and culture honors and celebrate diversity and respond effectively to the social-emotional experiences of every student and family.

3b. By SY 2026-27, the percentage of students reporting that students in this school help each other, even if they are not friends as measured by the annual school climate and mindset survey will increase to 90%.

Update

- 3-5 71%
- 6-12 48%

Priority Two- School Climate and Safety

26

4. Students who engage in positive climate and social emotional development opportunities demonstrate skills towards SEL competencies.

4a. By SY 2026-27, at least 50% of teachers will participate in training and implement evidence based social emotional and/or trauma informed practices.

Update

KPBSD uses a variety of programs of practice determined by grade level and site needs

- * Character Education
- * PBIS
- * Sources of Strength
- * Youth Mental Health and First Aid
- * Conflict Wheel
- * Restorative Practices
- * Trauma Informed Practice

Priority Two- School Climate and Safety

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5. Increase the number of KPBSD School Sites who effectively update the safety and security plan (including emergency protocols) and communicate the plan to students, staff, families, and the community as appropriate.

5a. By SY 2026-27, 100% of KPBSD School Sites will continue to iterate and update their safety and security plan and will communicate the plan to all students, staff, families, and the community.

5b. By SY 2026-27, the KPBSD School District Leadership Team will review and iterate the current KPBSD Emergency Action Plan and the KPBSD EAP Module to ensure accuracy for current needs.

Priority Two- School Climate and Safety

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5. Increase the number of KPBSD School Sites who effectively update the safety and security plan (including emergency protocols) and communicate the plan to students, staff, families, and the community as appropriate.

Update

- Updated Emergency Action Plan with Volcano Preparedness
- A.L.I.C.E. PD planned for 25-26 by region to include local law enforcement

Priority Three: Family and Community Engagement

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1. Increase Service-Learning Opportunities in KPBSD Schools

1a. By SY 2026-27, every school will offer Service Learning for Credit

Update

- Service-Learning Credit in Course Code Catalog OX410
- Work Force Development for students with I.E.P.s
- Researching volunteering opportunities and graduation requirements for sites.

Priority Three: Family and Community Engagement

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2. Increase meaningful Business and Community Partnerships.

2a. By SY 2026-27, every school will have identified and formalized new Business Partnerships that build community relationships.

Update

- District Office is looking at adopting a Partner in Education Program. Several models are being researched including, The Council for Corporate and School Partnerships and Hanover provided models. (Assistant Superintendent and College and Career Coordinator)

Priority Three: Family and Community Engagement

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3. Increase Parent and Family Engagement

3a. By SY 2026-27, every school will have quarterly opportunities for Parent and Family engagement.

Update

- Federal Programs hosted 3 Regional Family Engagement areas in the Southern, Central and Eastern Peninsula. Additionally, schools have provided specific family engagement events in their End of Year Report to the Superintendent.

Priority Three: Family and Community Engagement

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4. Increase School Volunteer

4a. By SY 2026-27, every school will diversify and increase volunteer opportunities.

Update

- 3,708 KPBSD Volunteers SY 24-25
- KPBSD uses the Applitrack System for volunteer accountability. Site-based information is provided in the End of Year Report to the Superintendent.
- Provide a list with meaningful opportunities. Example- Support the Alaksa Reads Act by reading to students for 30 minutes each week.

Priority Three: Family and Community Engagement

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5. Improve methods of effective communication with KPBSD stakeholders.

5a. By SY 2026-27, Every school will have clear communication with their stakeholders.

5b. By SY 2026-27 KPBSD will have clear communication with all stakeholders through a variety of methods.

Priority Three: Family and Community Engagement

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5. Improve methods of effective communication with KPBSD stakeholders.

Update

- In 2025 every school was required to complete their school profile on their school website. Each school has a School Profile and is required to update annually. In addition, time is allotted in Administrator Meetings to assist with the updates.
- Will need to define the purpose of communication. Ideas explored to increase enrollment in brick-and-mortar schools, increase community attendance at school events an/or creating a positive image.

Priority Four: Workforce Development

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1. Increase District Leadership Organizational Capacity and System Efficiency

1a. By SY 2026-27, will have a sustainable and effective new district leadership onboarding and transition program as measured by retention and District Exit interviews.

Update

- Introduction to the Leadership Paradigm.

Priority Four: Workforce Development

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2. Increase School Leadership Capacity and Effectiveness

2a. By SY 2026-27, will have a sustainable and effective new administrator onboarding and transition program as measured by retention and promotion in the KPBSD.

Update

- Alaska School Leadership Academy Mentoring
- KPBSD/KPAA New Administrator Mentoring has been restructured for SY 25-26

Priority Four: Workforce Development

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3. Increase Recruiting, Developing and Retaining Talent across all classifications.
(Certified and Classified)

3a. By SY 2026-27, will have a sustainable and effective new employee onboarding and transition program as measured by employee longevity.

Update

- KPBSD Mentor Program - Michelle Thomason FY 24- 100% retention on track for tenure; FY 25 TBD
- Alaska Statewide Mentor Project/VINE
- Gather retainment data for new to district FY25 teachers as well as new to profession FY25 teachers

Priority Five: Organizational and Resource Management

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1. Improve district-level project and program implementation consistency
 - 1a. By SY 2026-27, the KPBSD will monitor the implementation of all new and existing instructional programs annually to determine effectiveness and continuation through the utilization of a standard district created rubric.

Update

- DIT has created a four-part implementation cycle rubric.
- DIT Create an Instructional Resource Catalog

Priority Five: Organizational and Resource Management

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2. Inform district operational and instructional programming decisions through measurable data.

2a. By SY 2026-27, the KPBSD will utilize all data available to monitor all new and existing instructional programs annually to determine effectiveness and continuation through the utilization of a standard district created rubric.

Update

- ABRE

2b By SY 2026-27, the KPBSD will provide documentation to all stakeholders regarding the effectiveness of all current and new instructional programs to assist in determining if programs should continue, be updated for effectiveness or discontinued.

Update

- DIT has created a four-part implementation cycle rubric.

Priority Five: Organizational and Resource Management

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3. Evaluate budget resources to maximize student learning opportunities and programs

3a. By SY 2026-27, the KPBSD will utilize the instructional program review rubric to allocate funding to appropriately staff and supply resources to implement programs effectively and efficiently.

Update

- DIT has created a four-part implementation cycle rubric.

Priority Five: Organizational and Resource Management

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3. Evaluate budget resources to maximize student learning opportunities and programs

3b. By SY 2026-27, the KPBSD Finance department will provide the budget in April of each year to assist the instructional team in planning for the future implementation of new and existing instructional programs.

Update

- Start long range plan early. The budget process will begin in October with Projected Enrollments and scenarios presented in November.

Priority Five: Organizational and Resource Management

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4. Leverage available grant opportunities in support of operational and instructional goals

4a. By SY 2026-27, the KPBSD will create a Grant Committee to prioritize Federal and non-Federal Program grants to apply for to support instructional programs.

Update

- DIT

Priority Five: Organizational and Resource Management

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4. Leverage available grant opportunities in support of operational and instructional goals

4b. By SY 2026-27, the KPBSD will create a formalized process for Federal and non-Federal grants to apply, monitor, and review grants awarded to instructional programs.

Update

- DIT
- Federal Programs

Priority Five: Organizational and Resource Management

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5. Support instructional district, building, and classroom-level instruction goals through a strong technology foundation.

5a. By SY 2026-27, Information Services will continue to drive iterative, informed, and timely improvements to KPBSD technology infrastructure to ensure every school site can depend on implementation methods that utilize predictable, reliable, testable and repeatable IT operations.

Update

- IT Three Year Plan

Priority Five: Organizational and Resource Management

45

6. Increase the number of “train the trainer” opportunities for PD across the organization.

6a. By SY 2026-27, the KBPSD will have a robust “Train the trainer” program in each District region to provide effective in person training to support standardized instruction and expectations for program implementation and delivery.

Update

- Professional Development Coordinator
- Curriculum Coordinator
- KPBSD Evaluation Process Clarification for Administrators

Priority Five: Organizational and Resource Management

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7. Improve facility conditions to better provide for the learning environment and improve student outcomes.

7a. By SY 2026-27, the KPBSD will utilize the instructional program review rubric to house as appropriate and intended all new and existing instructional programs in order maintain effective and efficient delivery by staff to students.

Update

- DIT has created a four-part implementation cycle rubric.

Priority Five: Organizational and Resource Management

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8. Improve facility maintenance to reduce operational costs.

8a. By SY 2026-27, annually conduct a comprehensive assessment through a partnership with the Kenai Peninsula Borough for facility maintenance needs, including infrastructure, equipment, and systems to measure the impact of facility maintenance improvements on operations costs. This will also include KPBSD/KPB Bond Projects, new construction, and Capital Improvement Projects.

Priority Five: Organizational and Resource Management

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8. Improve facility maintenance to reduce operational costs.

Update

- Annually KPBSD Six Year Comprehensive Assessment- Presentation to the BOE
- Scoring better on the grant process
- Borough Costs and Timelines
- Bond Projects
- Renewal Replacement List
- Borough maintenance Manager- Nick Kemp
- Determine Wants versus Needs
- Master List- Prioritizing
- Alignment of final forecast to maximize savings



Questions, Comments, Clarifications