

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

“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.”



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College & Career Readiness

Preparing all students for a
successful future.





Session Outcomes:

- **Review Attendance Data**
 - District Attendance Goals
 - Current Data & Initiatives
- **Identify - What are we already doing?
What is going well?**
- **Review 2024-25 CTE Data**
 - Review 4 Year CLNA Plan
 - Identify 2025-26 goals & action steps

Annaleah Karron - KPBSD College & Career Readiness Coordinator

KPBSD District Wide Attendance Data



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KPBSD Districtwide Attendance Goal:

Every Day Counts for Student Success

- **2024- 25 KPBSD Attendance Taskforce Committee**
- **Review Current / Historic Attendance Data**
- **School / District based goals**
- **School Action plan examples**
- **KPBSD Attendance Code Updates**



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Why Attendance Matters

Students who attend regularly are more likely to:

- Achieve academic benchmarks
- Graduate on time
- Build strong social connections

Chronic absenteeism is one of the strongest predictors of academic risk.



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Why Daily Attendance is Necessary

- Learning is cumulative – missing one day can mean missing key concepts.
- Consistency builds routines and positive habits.
- Teachers can better support students who are present daily.



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Attendance That Works (Resources)

Attendance Works Framework:

- **Monitor Data** – Identify students at risk early
- **Engage Families** – Build partnerships and trust
- **Provide Interventions** – Tiered support to address barriers
- **Create a Positive Climate** – Safe, welcoming schools encourage attendance

<https://www.attendanceworks.org/>



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State of Alaska Attendance Research

- Chronic absenteeism rates in Alaska are among the **highest nationally**. (43% of Alaskan students.)
- Alaska DEED has identified attendance as a **statewide priority**.

Key findings:

- Students with 90%+ attendance show higher AK STAR proficiency.
- High absenteeism is linked to lower graduation rates and workforce readiness.



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KPBSD Attendance Data

2 year comparison:

- Daily Attendance Rate
- Chronic Absenteeism
- Attendance Rate by school



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KPBSD Attendance Data: Daily Attendance Rate

- ADA/ADM (Average Daily Attendance / Average Daily Membership)
- **Aug - Nov 2025: 92.5%**
- 8156 Students / 62 Days

- 2024-2025: 91.3%
- 5787 Students / 170 Days



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KPBSD Attendance Data: Chronic Absenteeism

Chronic absenteeism is categorized as an attendance rate below 90% (Missing 1 day out of every 10).

- **Aug - Nov 1 2025** - # of Students identified: 2266/8294
 - Average Attendance Rate of Identified Students: 80.6%
 - Range: 6% (1.6 days/26) - 90% (55.7-62)
 - Total Days Counted: 62 Days
- **2024-2025** - # of Students identified: 2000/5787
 - Average Attendance Rate of Identified Students: 82.4%
 - Range: 1% (.16/1 day) - 90% (152/170)
 - Total Days Counted: 170



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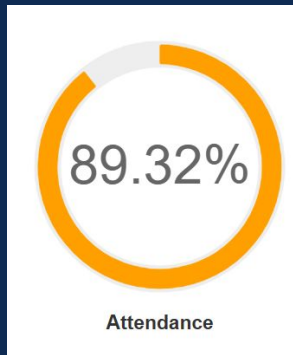
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KPBSD Attendance Comparison

2023-24

<https://education.alaska.gov/compass/report-card>

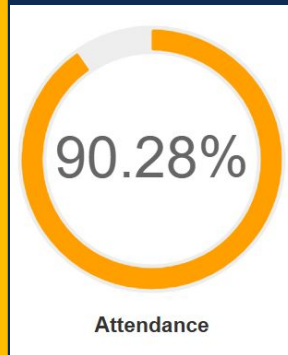
<https://education.alaska.gov/compass/Comparison>



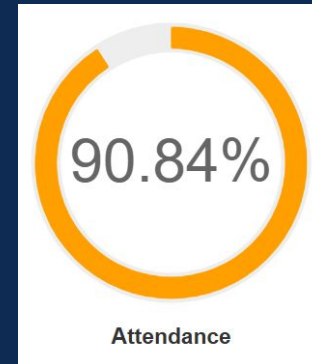
ASD

**2024-25
KPBSD Data:**

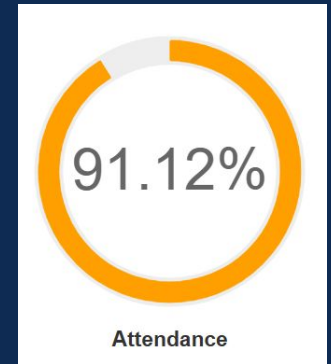
91.3%



MatSu



Juneau



FNSB



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Ideas to Improve Attendance

- Strengthen communication with families (positive outreach, reminders).
- Provide transportation and meal supports where possible.
- Celebrate short-term milestones (weekly/monthly recognition).
- Partner with community organizations to reduce outside barriers.



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Intervention Options

- **Tier I (Universal):** Positive messaging, schoolwide campaigns.
- **Tier II (Targeted):** Small group check-ins, mentor programs.
- **Tier III (Intensive):** Home visits, individualized intervention plans.

PowerSchool Intervention Site: Track attendance concerns, interventions, and outcomes in real time.



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Celebrating Attendance

Individual Student:

- Certificates, shout-outs, small incentives
- Personalized recognition (phone call home, postcard)

Schoolwide:

- Monthly assemblies celebrating grade-level attendance
- “Attendance Trophy” traveling between homerooms
- Recognition on school website/social media



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Discussion / Next Steps

- **KPBSD Attendance Code clarification**
 - KPBSD recalibrated attendance code usage during the 2024-25 school year.
- **School Attendance based goals**
 - Required by DEED - Each school set a goal based on 2024-25 attendance rate.
 - Schools with attendance rate of 90% or higher: Goal - By the end of the 25-26 SY School Name will have achieved an attendance rate of 95%.
 - Schools with attendance of 89% or less: Goal - By the end of the 25-26 SY School Name will have achieved an attendance rate of (your current attendance rate plus 5 percentage points or higher).



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Our Districtwide Commitment

Attendance is a **shared responsibility** – students, families, schools, community.

Together, we can reduce absenteeism and help every student thrive.

“Every Day Counts in KPBSD.”



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NEW



Career Clusters

Pathways to College & Career Readiness

Cluster Groupings



Building & Moving



Creating & Experiencing



Caring for Communities



Cultivating Resources



Connecting & Supporting Success



Investing in the Future



Career Clusters Framework: Grid View

Caring for Communities

Education

Early Childhood Development
Education Administration & Leadership
Learner Support & Community Engagement
Teaching, Training, & Facilitation

Healthcare & Human Services

Behavioral & Mental Health
Biotechnology Research & Development
Community & Social Services
Health Data & Administration
Personal Care Services
Physical Health

Public Service & Safety

Emergency Response
Judicial Systems
Local, State, & Federal Services
Military & National Security
Public Safety

Building & Moving

Advanced Manufacturing

Engineering
Industrial Machinery
Production & Automation
Robotics
Safety & Quality Assurance

Construction

Architecture & Civil Engineering
Construction Planning & Development
Equipment Operation & Maintenance
Skilled Trades

Supply Chain & Transportation

Air & Space Transportation
Ground & Rail Transportation
Maintenance & Repair
Marine Transportation
Planning & Logistics
Purchasing & Warehousing

Cross-Cutting Clusters

Digital Technology**

Data Science & AI
IT Support & Services
Network Systems & Cybersecurity
Software Solutions
Unmanned Vehicle Technology
Web & Cloud

Management & Entrepreneurship**

Business Information Management
Entrepreneurship & Small Business
Leadership & Operations
Project Management
Regulation

Marketing & Sales**

Market Research, Analytics, & Ethics
Marketing & Advertising
Retail & Customer Experience
Strategic Sales

Creating & Experiencing

Arts, Entertainment, & Design

Design & Digital Arts
Fashion & Interiors
Fine Arts
Lighting & Sound Technology
Media Production & Broadcasting
Performing Arts

Hospitality, Events, & Tourism

Accommodations
Conferences & Events
Culinary & Food Services
Travel & Leisure

Cultivating Resources

Agriculture

Agribusiness
Agricultural Technology & Automation
Animal Systems
Food Science & Processing
Plant Systems
Water Systems

Energy & Natural Resources

Clean & Alternative Energy
Conservation & Land Management
Ecological Research & Development
Environmental Protection
Resource Extraction
Utilities

Investing in the Future

Financial Services

Accounting
Banking & Credit
Financial Strategy & Investments
Insurance
Real Estate

**Cross-Cutting Clusters

Denote careers that overlap in all industries, highlighting the versatile and interconnected nature of today's workforce. These careers can stand on their own or be contextualized in each Cluster and emphasize the need for adaptability in navigating the modern economy.

Notes:

Clusters are listed in alphabetical order. Clusters and Sub-Clusters represent the entire world of work [see definitions].

Programs of study are simply illustrative and will be determined by state and local frameworks.

The Challenge:

How do we engage students in career pathway exploration opportunities **BEFORE** 11/12th grade? How do we offer opportunities with limited resources and staff capacity?

Identified Gaps:

- Lack of early exposure to career pathways
- Students unaware of opportunities when they reach upper grades
- Lack of staffing to teach career awareness/intro courses

Current Programs: Camp Style & Outside Partnerships

AHEC - Health Camps, ARE - Amp'd on Energy Camp, KPC -Welding Certification & Yamaha Engine Intro, ETT & CPR-1st Aid, Migrant Cold-Water Safety, KPBSD OJT/Internship/Apprenticeship program



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The Solution: Three Key Action Steps

- Step 1:

Improved career curriculum & planning tools (6-12th grade)

- Step 2:

Intro to Pathways - Career Exploration Workshops (6-10th grade)

- Step 3:

Career Job Shadow Experience (11th grade)





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- **Step 1:** Improved career curriculum & planning tools (6-12th grade)

Goal - Provide early career exposure through classroom activities, guest speakers and exploration

Target Audience - 6-12th grade students

Format:

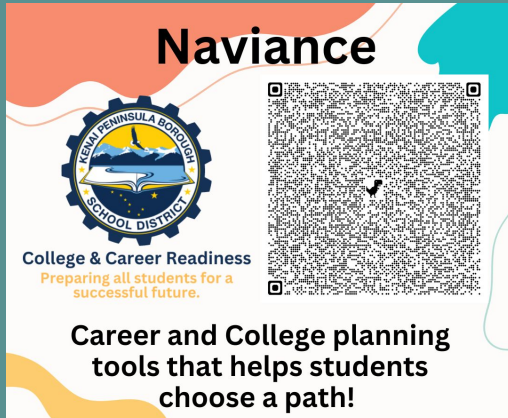
- Introduction / overview of Career Pathways
- Career class, advisory or counselor presentations
- Naviance - Online Login + Career Exploration materials

A promotional graphic for Naviance. At the top, the word "Naviance" is written in a large, bold, black font. Below it is a QR code. To the left of the QR code is the Kenai Peninsula Borough School District logo. Below the logo is the text "College & Career Readiness" and "Preparing all students for a successful future." At the bottom of the graphic, the text "Career and College planning tools that helps students choose a path!" is written in a bold, black font. The background of the graphic is white with orange and blue wavy shapes.

KPBSD Career Exploration Tools

KPBSD Naviance Scope & Sequence

go.kpbsd.org/naviance-staff
go.kpbsd.org/naviance-student



Other Resources:

NEW OTMC Career Exploration Materials! Sent to ALL 6-12 schools - Curriculum from the Western States Construction Union

[New Career Planning Curriculum Materials](#) (Online lesson plans & PPTs)

- [APS Planning Checklist](#) (updated in Powerschool!)
- SAT College Planning - [11th Grade Checklist](#) (Student Version)
- SAT College Planning - [12th Grade Checklist](#)

RootEd / AASB Career Guide Pilot:

- [Career Planning - Part 1 Vision Setting](#)
- [Career Planning - Part 2 Post Secondary Plan](#)
- [Career Planning - Part 3 Financial Plan](#)



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Step 2: Intro to Career Pathways Workshop

Goal - Provide early career exposure through interactive workshops

Target Audience - 6-10th grade students (Initial pilot focused on small schools)

Format:

- Introduction/Keynote overview of CTE Pathways
- Industry partners & career expert meet & greet / networking time
- Hands-On Interactive workshops to explore pathways
- Connection with post-secondary partners and local business showcase





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Step 2: Intro to Career Pathways Workshop

Partners: Local Workforce Board, Employers,
Chamber of Commerce & Postsecondary partners

Benefits:

- KPEDD made all industry connections, had staff capacity for organization & logistics. Sponsored hotel & travel for industry participants & arranged/catered lunch for all participants.
- One day workshop - all partners in one location, students can connect with multiple options, able to utilize district staff for supervision and include small schools without extra staffing.
- Hands-On / Interactive - not another college fair!





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Step 2: Intro to Career Pathways Workshop

Hurdles:

- Finding a date that works for everyone... sports, conferences, etc.
- Transportation - bus driver shortage?!
- Staff capacity - What do you do with 1 teacher sites?!
- Equity - We started with small schools - can we offer another for large schools? Multiple days? Next steps...





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Step 3: Career Job Shadow Experience

Goal - Provide real-world exposure to career environments for 11th graders.

Target Audience - 11th grade students (Initial pilot for large schools - SOHI & KCHS)

Format:

- Meet & Greet in the morning / Kickoff event at the school
- Businesses transport students to their work site
 - One-day job shadowing with local business
 - Workplace tours and mentorship opportunities
- Return to school for reflection and career planning activities / Closing

Partners: Local Workforce Board, Employers, Chamber of Commerce, School counselors and ELA teachers





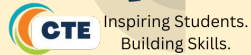
Step 3: Career Job Shadow Experience



Benefits:

- **Chamber of Commerce** took the lead to contact businesses setup list of opportunities & logistics.
- **One day experience** - all partners in one location, students can connect with multiple employers, able to utilize staff for supervision and employers for transportation.
- **Hands-On / Interactive** - Students get to see job sites, ask questions and often open other opportunities for summer employment or internships.
- **Career Exposure** - Students get to determine if they really want to work in a field of interest, or if it isn't something they really want to pursue!





Step 3: Career Job Shadow Experience

Hurdles:

- Finding a date that works for everyone... sports, conferences, etc.
- **Distance** - Must be able to drive to school & back from job site in reasonable amount of time
- **Staff capacity** - One school does this in all ELA classes another uses counselors, admins and all 11th grade teachers.
- **Equity** - currently 2 large communities w/ chamber of commerce are offering this program...





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Expected Outcomes & Impact

- **Increased Career Awareness:** Students, parents and community know and understand pathways earlier
- **Stronger Community Connections:** Schools, businesses and workforce organizations collaborate and are invested in students to build our workforce
- **Higher Enrollment in Career Technical Programs & classes:** More students are aware & interested in participating in CTE classes and industry specific training opportunities
- **Workforce Readiness:** Students will graduate with career clarity and skills needed for workplace success



Who should be in the room?!

Industry Partners - Businesses & Employers

Secondary Ed Providers - Colleges, Tech Prep

Statewide Providers - Non-Profit organizations & educational providers

School Board & local Representatives

Local Tribal representatives

School staff - Teachers, Administrators, Support Staff

Parents

Middle School Students (5-8th grade)

High School Students (9-12th Grade)



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**KPBSD students can
earn high school
credit for paid or
unpaid internships,
apprenticeships or
work study!**

**Need Skilled Workers?! Host a Career
Exploration opportunity!
Fill out our interest form!**



<https://forms.gle/LHRhb21unCeWZpjR8>

Learn MORE HERE:

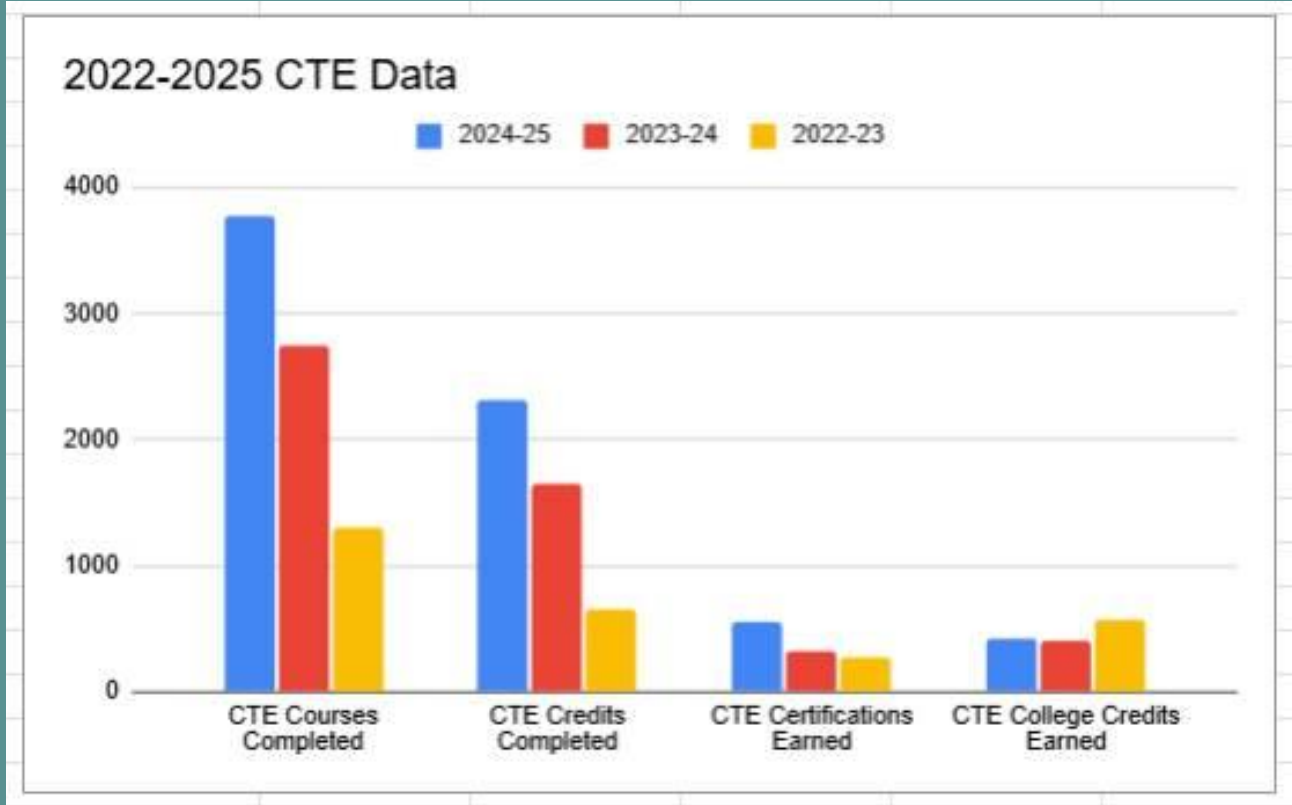


CTE Inspiring Students.
Building Skills.



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● KPBSD CTE Data Review



4 Year CLNA:

Focus on 8 reportable criteria:

1S1: 4 Year Graduation Rate

1S2: Extended Year Graduation Rate (5-year)

2S1: Academic Proficiency - Reading/Language Arts

2S2: Academic Proficiency - Mathematics

2S3: Academic Proficiency - Science

3S1: Secondary Post-Program Placement

4S1: Non-Traditional Program Concentration

5S3: CTE Program Quality Indicator - Work-Based Learning** /
PostSecondary Credit/ Recognized Credentials



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4 Year CLNA: Focus on 8 reportable criteria:



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1S1: 4 Year Graduation Rate

1S2: Extended Year Graduation Rate (5-year)

- KPBSD has consistently had a higher graduation rate for CTE Concentrators than the general population!
- ****Note** -Only 66 students were counted as CTE concentrators in 2022-23

2S1: Academic Proficiency - Reading/Language Arts

2S2: Academic Proficiency - Mathematics

2S3: Academic Proficiency - Science

3S1: Secondary Post-Program Placement

- KPBSD met our 90% goal in this area.
- Subcategories show some disparity that would indicate additional support needed:
 - Economically Disadvantaged students 55%
 - Individuals with Disabilities - 63%

4S1: Non-Traditional Program Concentration

- KPBSD did not meet our state set goal of 90% in this area
 - While Female students participated in NTO courses at a rate of 92% \
 - Male student NTO concentrators was ZERO for 2022-23 and 1 for 2023-24 equaling 4% of CTE concentration students
 - KPBSD also did not meet state thresholds in most subcategories of NTO students

4 Year CLNA: Focus on 8 reportable criteria:

- **5S3: CTE Program Quality Indicator - Recognized Credentials**
 - Alaska must reports out one of these indicators for federal compliance, the state has determined compliance based on RPC numbers, however they still report on the other two categories to show robust programming.
 - While KPBSD has seen an increase in credentials, and met our overall 90% goal. The District does not meet all subcategories or pathways. Additional focus on credentials in pathways not currently reporting could increase relevance.

PostSecondary Credit & Work-Based Learning

- KPBSD has worked to develop and build opportunities for these metrics. While numbers are not counted towards compliance, they are an indicator of program success and quality.



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Next Steps? Goal Setting!

KPBSD Camps -

When? Beginning/End of semester? Early release weeks? End of Year...
Topics? Areas of Need or Interest
Who? We need teacher, community partners, etc.

KPC Perkins Grant: CNA, EMT, Welding, Process Tech, Yamaha

Women in the Trades program - Programs that promote NTO participation

CTE After Dark Events to promote participation by NTO and subgroup populations that might not be able to participate during the day

Create a CTE Concentrator graduation recognition program - identify students who successfully complete 2 CTE courses in a pathway & a recognized post-secondary credential. Promote CTE pathways and emphasize the importance of concentrators and RPCs.

Thank you!!

Continue the conversation!



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Brainstorm - What can we do NEXT?

Next steps!

Annaleah Karron - KPBSD College & Career Readiness Coordinator