



# KIBSD Strategic Plan 2023-2028

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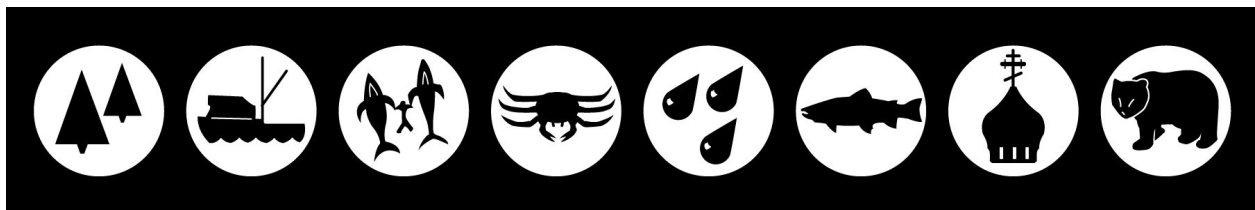
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## KIBSD's Strategic Planning Process

The strategic plan was developed through a committee process. The Strategic Planning Committee was comprised of a wide variety of stakeholders including, parents, teachers, staff, administrators, and community members. The committee met over 5 meetings and engaged in meaningful consensus building activities to develop this strategic plan.

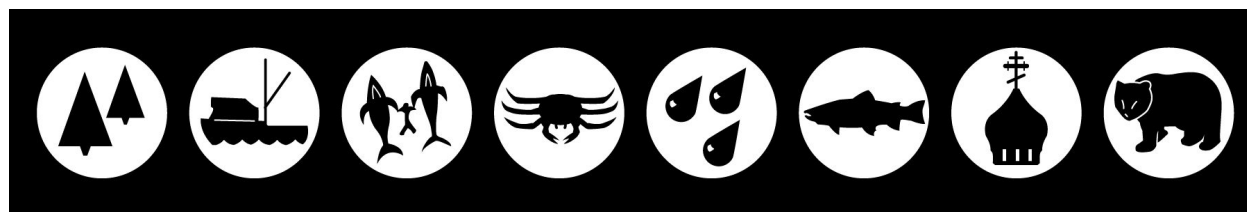
The committee met over five days and conducted a S.W.O.T. Analysis, developed the mission, vision, and value statements, and the district priorities in four focus areas.

Once the Board of Education adopts the strategic plan, KIBSD leadership will develop actionable goals on a yearly basis. The accomplishments of the goals will be shared with KIBSD stakeholders through Board of Education updates at regularly scheduled meetings and posted to the district website.

## The Strategic Planning Committee

Facilitators: Dr. Jerry Covey, Sean Dusek  
 Superintendent: Dr. Cyndy Mika

|                       |                 |
|-----------------------|-----------------|
| Codi Allen            | Susan Jeffrey   |
| Linda Avery-Eaton     | Dorinda Kwan    |
| Peggy Azuyak          | Angela Kraemer  |
| Matt Bieber           | Danae McKinney  |
| Amy Butts             | Kailey McNeil   |
| Jay Celli             | Brandy Nelson   |
| Danica Clarion        | Bliss Peterson  |
| Genevieve Cook        | Sarah Powers    |
| Tracy Craig           | Jim Pryor       |
| Diane Doucette-Cooney | Kim Saunders    |
| Faith Flerchinger     | Hanna Sholl     |
| Colleen Ford          | Steven Smith    |
| Aaron Griffin         | Katrina Stewart |
| Angie Heitala         | Kerri Zelenak   |
| Lindsay Hilsinger     |                 |

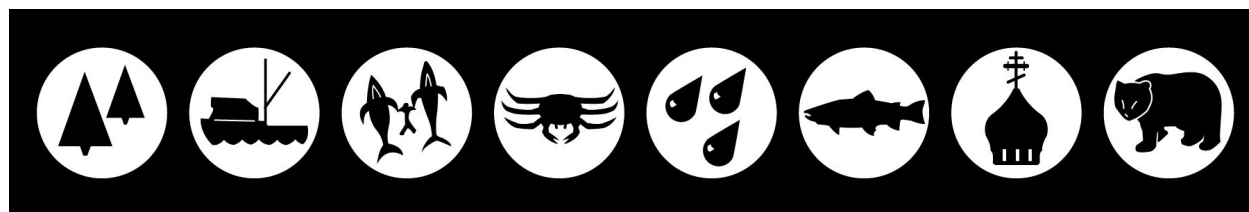


## KIBSD Philosophy of Education

The Kodiak Island Borough School District has a compelling obligation to be responsive to the needs of our community and society. The members of the Kodiak Island Borough School District Governing Board of Education establish policy, hire personnel, develop annual budgets, and plan facilities needed to implement a successful public school program. The Kodiak Island Borough School District respects the educational right of each student and is charged with providing the best possible cost-effective program for all students. Our emphasis is placed on excellence that seeks to instill a desire to keep learning, to be self-motivated and self-disciplined and to believe in one's self-worth.

## KIBSD Beliefs

1. The first and foremost consideration of the educational process is the student.
2. The educational environment must be caring, healthy, safe, non-disruptive, and nonbiased.
3. The school is an integral part of the community and the community is an integral part of the school.
4. All students are capable of learning and must have the opportunity to learn.
5. Families are their children's primary teachers and must be actively involved in education.
6. The educational process must value and respect human diversity and the multicultural communities it serves.
7. Our communities must be active in educational funding and spending.
8. Excellence in schools must be developed through high standards and high expectations.
9. Students must demonstrate achievement of District-approved standards to graduate.
10. Students need opportunities to experience success and to build self-esteem.
11. Success of students is measured in a variety of ways.



## Mission Statement

Engage and empower all students for growth and success.

## Vision Statement

Ensure all learners are safe, seen, and supported.

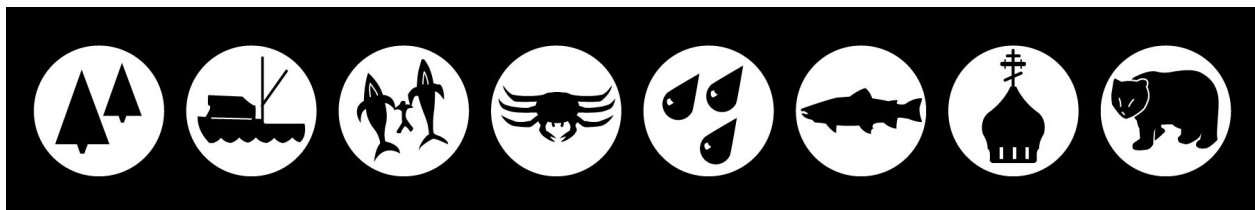
## Value Statements

In KIBSD we value:

- having integrity.
- being accountable.
- being collaborative.
- being fair and unbiased.
- being inclusive.
- being innovative.
- being respectful.

## Brand

Engaged in Learning. Prepared for Life.



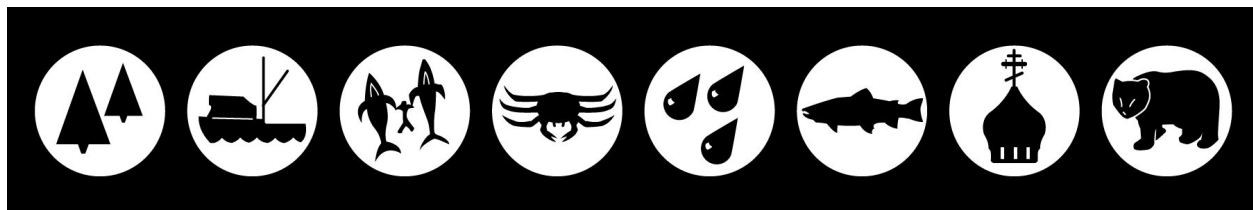
## Strategic Plan Focus and Priorities

### Focus

1. Teaching and Learning
2. Community Engagement
3. Human Capital
4. Fiscal Health and Sustainability

### Priorities

| Teaching and Learning   | Community Engagement   | Human Capital  | Fiscal Health and Sustainability   |
|---|--|--|--|
| <ul style="list-style-type: none"> <li>• We will provide, guide, and ensure a robust, standards-based curriculum with focused, individual advancement.</li> <li>• We will provide equitable, high-quality instruction that enables students to develop literacy and reach grade-level proficiency.</li> <li>• We will provide student-centered, culturally responsive learning experiences that develop the whole child.</li> </ul> | <ul style="list-style-type: none"> <li>• We will partner with community organizations and leaders to provide unique learning experiences for all students.</li> <li>• We will communicate frequently, proactively, and transparently with students, families, employers, and the community through various modes.</li> </ul> | <ul style="list-style-type: none"> <li>• We will recruit, support, and retain staff through quality training and professional development, avenues for meaningful input, mentorship, and collaboration.</li> <li>• We will create healthy school communities focused on shared leadership and shared success while meeting the needs of staff in their various environments and settings.</li> </ul> | <ul style="list-style-type: none"> <li>• We will continuously seek potential sources for funding and use available resources to bridge fiscal gaps.</li> <li>• We will prioritize needs and allocate resources to programs and initiatives that have significant impact on student success.</li> </ul> |



## Definitions

- Robust = well-rounded and rigorous, including arts, languages, cultures, etc. as well as strong core curricular content
- Standards-based = aligned to and at the level of Alaska state standards for grade levels and content areas
- Curriculum = a roadmap for instruction. Curriculum is aligned to Alaska state standards and will reference instructional resources, assessments, and other materials to support the instruction and delivery of the curriculum. It is a written document, not the instructional resource, program, or textbook.
- Equitable = ensuring that all students have access to high-quality instruction while meeting students' individual needs. Equitable is not a synonym for "same," as different students have different needs, but all students deserve high-quality instruction regardless of circumstance or location.

