

### **OUR MISSION IS...**

**To empower students with knowledge and opportunities that help them reach their full academic potential, envision their future, and engage with their communities.**

### **OUR VISION IS TO BECOME...**

**A thriving community of students, educators, families, and partners working together to foster the success of every student.**

### **AGSD CORE PRINCIPLES**

- **ACADEMIC ACHIEVEMENT**  
We will create engaging and rigorous learning environments where every student will have the resources they need to reach their academic potential and graduate from high school.
- **POST-SECONDARY PREPARATION**  
We will provide every student meaningful opportunities to envision and prepare for a future based on their interests, skills, and aspirations.
- **SCHOOL ENVIRONMENT**  
We will ensure every school is a thoughtful, dynamic environment—a great place to work that attracts and fosters high-performing staff and a great place to learn for all students.
- **CULTURAL UNDERSTANDING AND COMMUNITY ENGAGEMENT**  
In partnership with our communities, we will enrich our students' education with knowledge about the distinct cultures of our district and experiences beyond the classroom.

## **ACADEMIC ACHIEVEMENT**

We will create engaging and rigorous learning environments where every student will have the resources they need to reach their academic potential and graduate from high school.

### **STRATEGY 1: Increase attendance across all sites for Kindergarten through grade 12 students.**

- Establish annual, progressive attendance goals at each site in the district, tracked at the district level.
- Communicate and leverage state and local attendance regulations to support efforts.
- Incorporate student attendance goals into Individual Learning Plans (ILPs).

### **STRATEGY 2: Focus teaching and learning on individual student needs by incorporating data, planning, and support structures.**

- Gather, synthesize, and use student data to inform instruction at all levels.
- Create ILPs for all students and use them consistently to plan and track progress.
- Assess and improve the effectiveness of Professional Learning Communities (PLCs) across the district.
- Review IRRE data quarterly to guide the holistic progress and student success

### **STRATEGY 3: Build connections and partnerships with parents/families to support student success.**

- Audit current communications processes and channels and make improvements to ensure effective family communications.
- Create a parent/family contract at the beginning of each year that outlines the responsibilities of the schools and those of the parents/family.
- Define purpose, cadence, and responsibilities for Parent Advisory Committees (PACs) at each site, with a volunteer parent/family liaison in each school to support and coordinate family engagement.

## **THREE-YEAR OUTCOMES**

- Increased attendance by 5% at each site, determined and tracked by school leaders.
- Every student has an Individual Learning Plan informed by academic data, attendance, and goals that is reviewed and updated on a regular basis by PLCs, teachers, students, and parents/families.
- Schools have established consistent and effective communication channels with families (measured using digital analytics, responses, etc.)
- 10% increase in engagement from parents/families at back-to-school nights, conferences, other academic events.

## **INDICATORS OF SUCCESS**

- 10% annual increase in the number of students on track to graduate with their peers (cohort) and then actually graduate.
- All students reading at grade level by the end of 3rd grade.

## **POST-SECONDARY PREPARATION**

We will provide every student meaningful opportunities to imagine and prepare for a future based on their interests, skills, and aspirations.

### **STRATEGY 1: Develop a comprehensive counseling program that supports each student's academic and personal success.**

- Define the role of counseling in creating K - 12 ILPs and the process for ongoing team review/implementation.
- Develop a personalized post-secondary plan with each AGSD student.
- Provide consistent college-focused resources to students and families including scholarship information, financial aid resources, and college visits.

### **STRATEGY 2: Provide ongoing career exploration opportunities including training, internships, work/study, and volunteer opportunities.**

- Develop a comprehensive Career and Technical Education program (CTE).
- Seek and maintain partnerships with local and locally based businesses, nonprofits, and Native community organizations.

## **THREE-YEAR OUTCOMES**

- A fully developed K-12 counseling program.
- Every high school student's path and progress towards graduation will be part of the ILP, which will be updated and reviewed with students and parents/families on a regular basis.
- Every AGSD high school student will understand post-secondary options and what it takes to prepare for them.
- The district will have a comprehensive Career and Technical Education program.
- Increased number of partnerships supporting career exploration and opportunities.

## **INDICATORS OF SUCCESS**

- Increased percentage of students who graduate and move on to post-secondary education (Vocational training, 2-year or 4-year college, etc )
- Number/percentage of students who graduate with CTE credits

## **SCHOOL ENVIRONMENT**

We will ensure every school is a thoughtful, dynamic environment—a great place to work that attracts and fosters high-performing staff and a great place to learn for all students.

### **STRATEGY 1: Recruit quality leaders and teachers to ensure consistent and effective staffing at every school.**

- Ensure adequate compensation and benefit packages that address the unique aspects of living and working in AGSD communities.
- Integrate opportunities to introduce and promote teaching as a viable future profession to AGSD students, paraprofessionals, and other staff.

### **STRATEGY 2: Retain leaders and teachers to ensure continuity of strategy, instruction, and student/family relationships within each school.**

- Ensure consistent training, expectations, and support for principals and principal teachers.
  - Create and hold consistent onboarding for new leaders.
  - Create consistent expectations for practices, policies, and procedures across sites.
  - Support site-based planning based on district strategic plan.
- Develop purposeful, consistent onboarding programs to welcome and integrate new staff.
  - Work with community members to develop and implement annual district-wide onboarding program around Alaskan/Native cultural context.
  - Coordinate village-specific onboarding, education, and personal connection between school staff and community leaders.
  - Promote and support staff involvement with the Culture Camp program.
- Provide consistent, meaningful professional development opportunities for principals, teachers, and staff.
- Further develop an internal staff communications structure between the district and schools and within each school.
- Decrease isolation of educators via professional and social connections across the district, and within each building.
  - Create professional networks to mentor and connect internal leaders and educators.
  - Hold periodic district-wide social events to connect staff across sites.

## **THREE-YEAR OUTCOMES**

- A comprehensive, competitive benefits package
- Students have been introduced to teaching as a post-secondary option
- Increased number of paraprofessionals and staff are pursuing teaching licenses.
- All new staff receive consistent onboarding that integrates cultural knowledge and community connections.
- All staff experience consistent professional development opportunities.
- Increased communication between district and schools.
- Improvements in staff support, engagement, and connection as reported through periodic staff satisfaction surveys.

## **INDICATORS OF SUCCESS**

- All leader and teacher positions are filled at the beginning of each school year.
- Increased principal retention rates district-wide.

- Increased teacher retention rates at each site and district-wide.

## **CULTURAL UNDERSTANDING AND COMMUNITY ENGAGEMENT**

In partnership with our communities, we will enrich every students' education with knowledge about the distinct cultures within our district and with experiences beyond the classroom.

### **STRATEGY 1: Incorporate Alaska/Native history, cultural knowledge, and appreciation across the curriculum.**

- Engage community/cultural leaders with teachers to development curriculum.
- Develop a K-2 scope and sequence for Alaskan/regional history.
- Develop a K-2 scope and sequence aimed at Alaskan/Native cultural knowledge.

### **STRATEGY 2: Fuel the district with learning, service, and enrichment opportunities for students and their families.**

- Establish K-2 scope and sequence for age-based enrichment opportunities (field trips, service projects, cultural experiences, skill-building, etc.)

### **THREE-YEAR OUTCOMES**

- Increased number of partnerships between teachers and community/cultural leaders.
- K-2 scope and sequence for Alaskan/regional history curriculum.
- K-2 scope and sequence for Alaskan/Native cultural knowledge.
- K-2 scope and sequence for age-based enrichment opportunities.

### **INDICATORS OF SUCCESS**

- Increased knowledge of Alaska/Native history and culture by the end of grade 2.
- Every K-2 student volunteers and/or engages with the broader community at least once a year.