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GALENA CITY SCHOOL DISTRICT 5-YEAR **STRATEGIC PLAN**

COMMITTEE FINDINGS AND GOALS FOR SUCCESS



HOMESCHOOL STUDENT SUCCESS



GOAL #1

Through 2028, 100% of our students will have learning plans and opportunities that meet their individual academic needs and social interests each year.



HOMESCHOOL STUDENT SUCCESS



GOAL #1

Through 2028, 100% of our students will have annual learning plans and opportunities that meet their individual academic needs and social interests each year.

STRATEGIES:



Through 2028, each regional office will provide at least three monthly events to celebrate learning, culture, and social connection for students and families.



Annually, IDEA certified staff will research and share two curricula with other staff, with systems established to share that research within offices, between offices, and with parents.



HOMESCHOOL STUDENT SUCCESS



GOAL #2

By 2028, 100% of all seniors will be offered resources to create a post-secondary plan.

STRATEGIES:

-  Equip staff with professional development to increase knowledge of post-secondary opportunities through training given twice annually by outside experts or the High School Specialist through 2028.
-  Increase opportunities for post-secondary preparation for all high school students to twice per year by 2024, and three times per year by 2025, including college preparation, trade school preparation and workforce preparation.



EMBRACING HOMESCHOOL CULTURE



GOAL #1

Through 2028, regions will support parents as teachers by annually providing three or more instructional development opportunities specifically for parent-teachers.

STRATEGIES:

-  IDEA will host annually a special speaker/expert in each regional office to provide professional development in reading, math, science or social studies for our parent-teachers. One topic a year through 2028, with virtual opportunity added by 2025.
-  Annually, regional offices will offer a parent-teacher development series on reading or math instructional strategies (in-person or virtually).



EMBRACING HOMESCHOOL CULTURE



GOAL #2

By 2028, 80% of parents will indicate in surveys that they connect with IDEA for opportunities and support by communicating through a preferred channel.

STRATEGIES:

-  Through 2028, IDEA will update communication tools to include new platforms and methods such as texting, newsletter apps, etc., by experimenting with at least one new tool a year.
-  The tech department will provide monthly staff training in the effective use of existing and new technology to promote monthly communications with families.

HOMESCHOOL COMMUNITY CONNECTIONS



GOAL #1

Through 2028, regions will implement at least one quarterly event selected from a repository of ideas that allow for family participation in local community opportunities or allow the office to host a community event with a local partner.





HOMESCHOOL COMMUNITY CONNECTIONS



GOAL #1

Through 2028, regions will implement at least one quarterly event selected from a repository of ideas that allow for family participation in local community opportunities or allow the office to host a community event with a local partner.

STRATEGIES:

-  Annually, each certified staff will, in concert with classified staff and/or parents, develop the complete logistics of a community opportunity to be added to the repository of ideas.
-  Annually, regional offices will provide for a vendor fair that allows families to connect with local vendors and service providers.



HOMESCHOOL COMMUNITY CONNECTIONS



GOAL #2

By 2028, each regional office will increase visibility in their outlying areas by organizing quarterly events for remote and outlying communities.

STRATEGIES:

-  By 2024, beginning with outlying communities with at least 40 students, regional offices will, either in person or virtually, develop interest-based activities or competitions to be offered at least twice per year.
-  By 2024, regional offices will develop and promote at least one virtual training or peer-connection that can be shared and accessed by all remote communities.



WORKFORCE CLIMATE COMMITTEE



GOAL #1

By 2028, IDEA will have 90% staff retention aside from retirement.

STRATEGIES:

-  Annually, the district will identify and commit to one or more measures designed to provide staff support.
-  Annually, develop one or more new strategies to reach a wider candidate pool and to offer more support for existing classified staff in order to fill 95% or more of all classified vacancies by 2028.

WORKFORCE CLIMATE COMMITTEE



GOAL #2

By 2028, a system will be established for regions and departments to share event ideas, professional development opportunities, instructional strategies, curricular resources and other logistical efforts.

STRATEGIES:



By 2024, staff will experiment with intentional and informal inter-regional, inter-departmental resource sharing and communication via Teams.



By 2024, a committee will form to develop a proposal to include all staff in statewide in-service that honors the time and needs of the individual departments and the group at large.

PROCEDURES FOR SUCCESS



COMMUNICATION METHODS

All four committees utilized the following communication methods to invite participation:

- Personal invitations to individuals
- KIYU Wireless Announcements
- Parent Emails through our automated systems
- Word of mouth
- Staff meeting and email notifications
- Social Media posts
- Letters



All 4 committees met 3 times, allowing a wide variety of voices to give input.

Student Success—Feb. 25, 28 & March 7

Embracing Cultures—March 2, 7 & 21

Workforce Climate—March 2, 14 & 22

Community Connections—Feb. 27, March 7 & 22

Additionally, individual conversations were held with stakeholders, to bring additional information back to the committee meetings.

COMMITTEE MEMBERSHIP

WORKFORCE CLIMATE

Dr. Tamara Huntington, TCC ENHC, Parent
Carrie Fennimore, Retired Teacher, Life-Long
Community Member, SHS Graduate

Debbie Koontz, Retired Teacher, Community
Member

Shirley Cleaver, Business Owner, Parent, Board
Member, Doyon Board Member

Desarae Hager, CTE Teacher

Tami Thompson, Middle School Teacher

Lynn Betterton, Math Teacher

Susie Sam, GCSD Business Office, Parent



Katrina Huntington, GCSD Business Office, Parent
Richard Ramage, Federal Program Director/Dorms

Annie Downey, Student Rep School Board

Kaylee Sommer, Student

COMMITTEE MEMBERSHIP



STUDENT SUCCESS

Heather Stringer, 1st Grade Teacher/Parent

Tiffany Gerwig, 2nd/3rd Grade Teacher

Cory Stringer, Admin/Parent

Will Kramer, CTE Teacher

Kathy Abrams, Kindergarten Teacher

Sandy Scott, Parent

Georgina Wholecheese, Parent

Lisa Huntington, Parent

Rachel Aultman, Counselor

Claudette Green, Teacher/Parent

Wanda Wright, Counselor

Stephanie Groszer, Parent

Gwen Paul, Student

Marylee Kauffman, Board Member

Amanda Aloysius, 4th/5th Grade Teacher/Parent

Tamara Thompson, 6th/7th Grade Teacher

Dr. Tamara Huntington, Parent

Shanelle Shavings, Student

COMMITTEE MEMBERSHIP

EMBRACING CULTURE

Annie Downey, Student Rep School Board

Nevaeh Sam, Student

Laurel Uisok, Student

Gwendaline Thomas, Student

Ida Bodony, Student

Madelaina Pilot, Student

Kailey Jo Erikson, TCC ENHC Admin/Parent

Janelle Burgett, TCC ENHC/Parent

Nicole Gregory, TCC ENHC/Louden Tribal

Council, Parent

Janessa Miller, TCC ENHC/Parent

LillyAnn DeWilde, Asst. Director Special Education

Menzo Bell, Dorm Staff

Vera Rose, Dorm Staff

Wanda Wright, Counselor

Agnes Sweetsir, Business Owner, Parent

Tim Bodony, Parent

Karin Bodony, Board Member/Parent

Marie Cleaver, Parent

Kimberly Pilot, Parent

COMMITTEE MEMBERSHIP

COMMUNITY CONNECTIONS

Jenny “Boomer” Bryant, School Board Member, Parent

Katie Sommer, K-12 Art Teacher

Amanda Aloysius, EL Teacher, Parent

Desarae Hager, CTE Teacher

Carrie Given, CTE Coordinator, Teacher

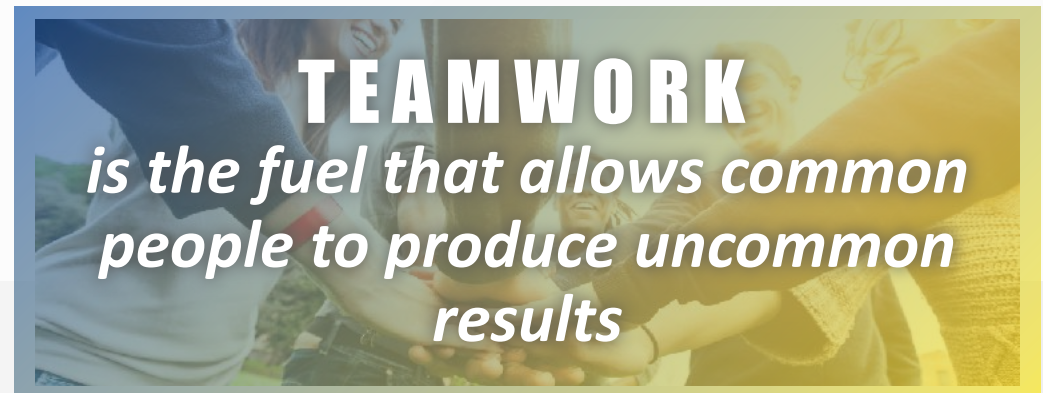
Tammy Thompson, JH Teacher

Ayla Kalke, SHS PAC Member, Parent, Librarian

Paul Apfelbeck, SHS Media Technology Teacher

Annie Downey, Student, GILA Student Government Board Representative

Rosalind Peterson, Student



COMMITTEE FOR WORKFORCE CLIMATE

COMMITTEE LEADERS:

SUTTON CASEY
NAOMI WINTERS
DAVID CASEY



COMMITTEE FOR WORKFORCE CLIMATE

GOAL #1

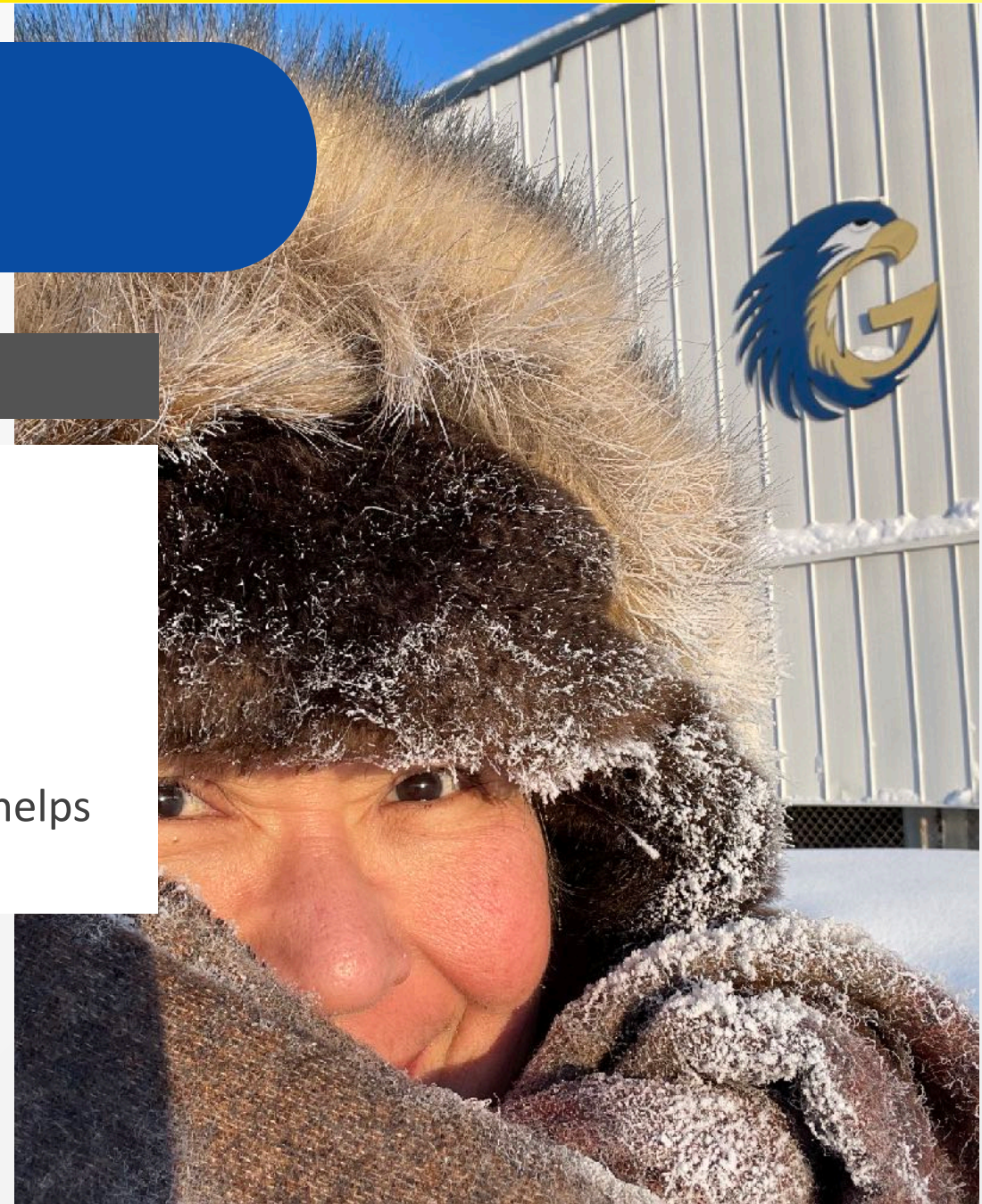
The District will have 80% staff retention by the end of the 2027-2028 academic year.



COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 1: HOUSING IMPROVEMENT

- Iditarod: better lighting, vacuums, towels, allow pets
- 7-plex: new/better beds, updated furniture
- Install internet equipment, so staff can take over the bill
- Offer year-round housing
- Create a Student Community Service or Work Group that helps both the staff and community with household chores



COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 2: IMPROVE STAFF WELLNESS

- **Training/informational meetings on benefits and how to use them.**
- Example: travel reimbursement for out-of-town appointments
- Information on local health services
- Access to Teladoc
- **Crisis Prevention/Coping Skills Training**
- Provide mental health resources/counseling, post crisis debriefs
- Enhanced mental medical benefits
- **Implement a vibrant, multi-layered mentor program**
- Link new staff with returning staff
- Connect staff across subjects and needs

COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 3: INCREASE RELATIONSHIPS

Between campuses teachers/dorm staff/support staff

- Create and maintain a staff directory with name, title/job description, contact info, bio/hobbies, list of staff willing to be contacted about Alaska activities
- Monthly activities (soft-serve ice cream machine, social activities, celebrate staff birthdays and other milestones, Christmas party, pay day potlucks)
- Two annual Alaskan excursions for staff (fall boating & spring snow machine)
- Team activities
- Staff Lounge: create a space for teachers/staff to eat/hangout at each campus (building?)
 - Include coffee/tea/drinks/condiments
 - Refrigerator/microwave/toaster oven
 - Comfortable seating & interruption-free space for dining
- Department spokesperson
- Early-out staff lead activities/info fairs

COMMITTEE FOR WORKFORCE CLIMATE

GOAL #2

The District will fill 95% of vacant positions by the first day of school during the 2027-2028 academic year.



COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 1: RECRUITING

- Looking for teachers, dorm staff, counselors
- In Alaska as well as Lower 48
- Attend job fairs in 7-10 states:
- College programs at UAA System
- Educators Rising
- Choose Recruiters who are knowledgeable about Galena and Alaska
- Teacher Ed programs, Counseling, Psych, Sociology
- Develop internships/student teaching programs with UAF/UAS
- Develop internships/student teaching programs with 3 schools in year one, 3 more in year two and 3 more in year three.
- Signing bonus, site visits
- Referral Reward Program

COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 2: WELCOME COMMITTEE

- Welcome handbook with pet info
- Housing coordinator
- Meet in Fairbanks to help coordinate barge, shopping, GCI visit, Fred Meyer (differentiate as needed)
- Help establishing basics and utilities (Examples: P.O. Box, electric, etc.)
- Welcome events
- Welcome totes
- Directory of help
- Pantry supplies
- Gently used items, left behind
- Alaskan lifestyle/wildlife education

COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 3: RECRUITMENT OUTREACH CONTENT

Vibrant Mixed Media/Social Media Presence

- Video showcase
- Website links to video, carousel of photos, and testimonials
- Advertising on Facebook
- Giveaways
- Advertising on Indeed, job platforms
- Materials for Recruiting
 - Advertising Swag-Pens-etc
 - Brochures

COMMITTEE FOR WORKFORCE CLIMATE

GOAL #3

The district will create a Workforce Leadership Team that works to increase interdepartmental relationships and staff satisfaction, as measured by surveys three times a year, so that 90% of staff averages a rating of 4 or higher by 2027-2028.

COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 1:

Form a Workforce Leadership Team

- Ask for staff (certified, classified, dorm) volunteers to be on the team
- Have all staff vote on team members if needed
- Team should consist of staff who represent all groups
- Establish Meeting dates and structure.

COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 2:

Create/Conduct/Compile Data for Staff Satisfaction Survey

- Create meaningful questions to include on the survey that collect data on targeted areas of interdepartmental relationships and staff satisfaction
- Set-up the survey so data can be analyzed in multiple ways:
 - by staff type
 - by years of employment
 - others
- Conduct the survey at the beginning, middle, and end of the year during in-service
- Compile the data from the survey and analyze it for areas of concern

COMMITTEE FOR WORKFORCE CLIMATE

STRATEGY 3:

Collecting Staff Concerns and Finding Solutions

- Analyze the data collected on the survey for areas of concern
- Come up with creative ways to gather additional data like collecting staff concerns directly
- Build trust with anonymous responses and confidentiality for staff
- Work on solutions for staff concerns
- Present issues & solutions to administration

COMMITTEE FOR STUDENT SUCCESS

COMMITTEE LEADERS:

HEATHER STRINGER
TIFFANY GERWIG
CORY STRINGER



COMMITTEE FOR STUDENT SUCCESS



GOAL #1

90% of students will be proficient in reading by the end of 3rd grade as measured by AK STAR.

COMMITTEE FOR STUDENT SUCCESS

STRATEGIES:



90% of students below proficient in reading as measured by “Reading Screener” will receive **In-School Reading Interventions** 4 x per week



90% of students below proficient in reading as measured by “Reading Screener” will attend the **After-School Acceleration Academy** 75% of the time



District will pursue (if financially feasible) one-teacher per grade-level for the **Reading Program** in order for adopted curriculum to be followed with fidelity

COMMITTEE FOR STUDENT SUCCESS

GOAL #2

80% of students will qualify for the Alaska Performance
Scholarship upon graduating from SHS/GILA



COMMITTEE FOR STUDENT SUCCESS

GOAL #2

“80% of students will qualify for the Alaska Performance Scholarship upon graduating from SHS/GILA”

STRATEGY #1: 10 CTE Programs and 10 AP/Dual-Credit Offerings



- ✓ Produce an **introductory rotational class** to all students to explore CTE options with the inclusion of CTE planning time
- ✓ Expand relationship with the UA system to **create pathways that lead to student certifications** in critical workforce areas
- ✓ Modify job postings to **hire specifically for AP and College preparatory instructors**
- ✓ **Align current curriculum class offerings** to APS requirements

COMMITTEE FOR STUDENT SUCCESS

STRATEGY #2: Academic Counseling

GOAL #2

“80% of students will qualify for the Alaska Performance Scholarship upon graduating from SHS/GILA”



- ✔ Provide all 8th grade SHS students with academic counseling which aligns their high-school academic coursework with the APS framework
- ✔ Ensure that all students entering GILA are **provided with the support necessary to qualify** for the Alaska Performance Scholarship
- ✔ Support all students in **creating an account on Alaska Career Information System (AKCIS)** to track their APS progress as well as aid in the facilitating the student's choice in which pathway they will pursue to qualify for APS.

COMMITTEE FOR STUDENT SUCCESS

STRATEGY #3: College/Career Readiness

GOAL #2

“80% of students will qualify for the Alaska Performance Scholarship upon graduating from SHS/GILA”



- ✓ **Establish suite of assessments** with specific timeframes to help students plan and gain access to university/college and/or post-secondary endeavors
- ✓ **Develop a student travel/programmatic calendar** to ensure that all 6th – 10th grade students have access to the following (at minimum): College/university, trades/vocational school, U.S. Military, and Public Service opportunities
- ✓ **Implement a college/career readiness profile** of which all SHS/GILA students (where applicable) will complete by December of their Senior year

COMMITTEE FOR STUDENT SUCCESS

STRATEGIES:

1. Explore professional development that trains teachers and staff in classroom management skills that will be used school wide. Continuous support will be provided in the use of a program that has been scientifically proven as successful to help students to be successful.
2. Establish a school calendar that consists of a minimum of 5 days spread throughout the year that focusing on the well-being of the all students and staff. Days could be cultural activities, health fairs, or other activities that will promote the social and emotional needs. **Identify and use outside resources to help meet this goal.**
3. Work on developing a week-long orientation at the beginning of school year that focuses on transitions, team building, and school success. This would be worked into the first week of school.

GOAL #3

“All classrooms will implement approved social emotional and trauma engaged instructional techniques with fidelity by the end of the 2027-2028 school year.”



COMMITTEE FOR STUDENT SUCCESS

GOAL #4

STRATEGIES:

1. Professional development 3 times a year that allows staff collaboration to focus on essential math standards and achieve highest priority based on NWEA results, AK star and teacher assessments.
2. Research and find a math screener to help identify deficiencies of the students so instruction and interventions can be adjusted to help students succeed.
3. 90% of the student below proficient in NWEA Map or an adopted screener will receive in school math intervention four times a week or after school.
4. The district will hire an elementary math focused teacher to assist teachers and to do interventions.

Math: 90% of students will be proficient in math by the end of the 6th grade as measured by AK STAR.

COMMITTEE FOR EMBRACING CULTURES

COMMITTEE LEADERS:

MIRANDA MARTINEZ
ASHLEY KRAMER
BEV KOKRINE



COMMITTEE FOR EMBRACING CULTURES

GOAL #1

"90% of students will participate in at least four culturally relevant school-sponsored events or activities per year by the end of the 2027-2028 school year."



Strategies for Goal #1	Notes on Strategies
<p>Students can participate in seasonally appropriate subsistence activities.</p>	<ul style="list-style-type: none"> • Includes safe handling of materials such as guns/knives, processing animals, & having students make food with the product. • Should incorporate a formalized program to receive moose & other animals for GILA so students will have the opportunity to process and eat the harvests. • If possible, students will be able to go hunting with staff and/or community members.
<p>Students have the opportunity to attend a school-sponsored traditional music event once a semester with students, staff, & community members.</p>	<ul style="list-style-type: none"> • The school will be in contact with musicians to play at the dances. • Host the dances at both the GILA gym and the SHS gym. • Examples: Fiddle Dance, Byron Nicholai Concert
<p>Once a semester all students will have in-school opportunities to interact with Alaska Native cultures in various ways.</p>	<ul style="list-style-type: none"> • Present something from each culture and let students interact in various ways. • Have a school day where students participate in an activity outside (example: berry picking and making food) • Split into Native groups & share out what you know so people can learn from each other; Have an ambassador from each group travel to other groups • Speak your language for a day • Pick events to attend during class throughout the week • Pair this with testing days.

COMMITTEE FOR EMBRACING CULTURES

GOAL #2

"100% of students will interact with elders and/or cultural knowledge bearers invited into class at least once a semester by the end of 2024-2025, and at least twice a semester by the end of 2027-2028."



COMMITTEE FOR EMBRACING CULTURES

Strategies for Goal #2

Create and fund a new Cultural Resource Coordinator position that develops and updates a contact list linking teachers to elders and knowledge bearers. Also seek to maintain/find funding to compensate elders and knowledge bearers that visit classes.

Adopt and elder program created for each class to care and love on community elders.

Create a dog mushing field day to transfer traditional knowledge and potentially lead to a program.

Notes on Strategies

- Work with Louden Tribe & KIYU to start the contact list
- LEAP historically used
- Indian Education Grant
- Classes communicate with elder on how best to serve them
- Host Elder Day(s) where all elders are invited to school
- A CHILL
- Dorms students care for dogs
- Vet class credit

COMMITTEE FOR EMBRACING CULTURES

GOAL #3

"90% of staff and students will display a positive atmosphere of enthusiasm and pride in Galena City School District by 2028 and note this in a quarterly survey."



COMMITTEE FOR EMBRACING CULTURES

Strategies for Goal #3

Notes on Strategies

School pride is exhibited in united school apparel.

- Order t-shirts school-wide (Staff and students)
- Order jackets for all staff
- Order hoodies with a unified logo
- Sell Hawk gear at school sponsored events

Student ownership in leading school culture through classes and clubs such as Ed Rising, Current Events, &/or Student Government.

- Students will plan field day, outreach,
- Students will decide on a Yearly Theme
- Students will pick a School song/anthem for sporting events

Quarterly pep assemblies to share the same place and recognize students.

- Recognize student of the month, sports and activities, and bring all staff and students together in one setting.
- Student of the month- pick a Native Alaskan value for each month and choose students who are representing that value

COMMITTEE FOR COMMUNITY CONNECTIONS

COMMITTEE LEADERS:

KATIE SOMMER, CARRIE GIVEN, JASON JOHNSON



COMMITTEE FOR COMMUNITY CONNECTIONS

GOAL #1

“90% of instructional staff will communicate with 90% of their students’ caregivers each quarter, by 2028.”

STRATEGY:



- Dedicated staff member
 - Develop/implement comprehensive communication plan
 - Set clear expectations and accountability measures
- Quarterly newsletter template (online)
- Inclusive website and social media

COMMITTEE FOR COMMUNITY CONNECTIONS

GOAL #2

“By 2028, GCSD will intentionally welcome students’ caregivers/
community members to campus 10X per academic year.”

STRATEGY:

- Dedicated staff member
 - Develop/implement a planning guide for all events (including GCSD or other organization sponsors)
 - Set clear expectations and accountability measures
- Shared responsibility
 - Monthly school-based activities (SHS/GILA)

COMMITTEE FOR COMMUNITY CONNECTIONS

GOAL #3

“By 2028, 80% of all staff will participate in at least two community-wide events each year.”

STRATEGY:

- Dedicated staff member
 - Develop/implement partnership acquisition plan
 - Set clear expectations and accountability measures
 - Establish a host-family for each SHS/GILA employee
- School partnerships with local/regional organizations
 - Collaboration with GEA
 - Utilize existing advisories as models