

**WRANGELL PUBLIC SCHOOLS
STRATEGIC PLAN DRAFT
2024-2029**

STUDENT ACADEMIC EXCELLENCE

GOAL 1: Wrangell Public Schools will ensure that instructional practices are flexible, meet student needs, and exceed Alaska Standards.

ACTION 1: Wrangell Public Schools will review and select a K-12 vertically aligned, standard-based curriculum that encourages real-life problem-solving and critical thinking.

EVALUATION: The Curriculum Committee continues to follow the 6-year plan and selects **up-to-date**, K-12 vertically aligned, standard-based curriculum. The School Board will set aside funding for the curriculum.

RESPONSIBILITY: Curriculum Committee and School Board

FISCAL NOTE: \$47,000.00 (estimated) for curriculum adoption

TIMELINE: According to the School Board adopted Curriculum Review Cycle

ACTION 2: Wrangell Public Schools will integrate STEAM (Science, Technology, Engineering, Arts, and Mathematics), cultivating a growth mindset, and implementing problem-based learning methodologies within our curriculum.

EVALUATION: The School Board will adopt curriculum that allows for STEAM to be implemented in the classroom. Teachers specifically include STEAM standards in their unit/lesson plans. Professional development will include STEAM integration, a growth mindset, and problem-based learning when available.

RESPONSIBILITY: Curriculum Committee, School Board, Teachers, Administrators

FISCAL NOTE: Staff time; *Reference Action 1*

TIMELINE: Ongoing (documented start 2024-2025 Quarter 2s) and specifically according to the School Board adopted Curriculum Review Cycle

ACTION 3: Wrangell Public Schools will incorporate a cultural and place-based component within the curriculum.

EVALUATION: Lesson plans will be connected to the cultures within the student body and the classroom and will include place-based connections relevant to the subject matter. Professional development will include cultural and place-based components when applicable.

RESPONSIBILITY: Teachers, administrators

FISCAL NOTE: staff time, partnerships/grant funding

TIMELINE: Ongoing (documented start 2024-2025 Quarter 2)

ACTION 4: Wrangell Public Schools will implement individualized learning plans with students that will include goal setting (students' academic strengths, weaknesses, and interests) and post-secondary preparation in grades 8-12.

EVALUATION: A focus group will be created to develop a standard template for student-individualized learning plans and goals. ILPs will be implemented by the start of quarter 2 each year.

RESPONSIBILITY: Students, **counselor**, teachers, administrators, educational community (**including parents**)

FISCAL NOTE: staff time, estimated \$2000 (copy costs, review, extra duty)

TIMELINE: Ongoing (documented start 2024-2025 Quarter 2)

GOAL 2: Wrangell Public Schools will promote an environment that is safe, inclusive, welcoming, and conducive to student learning based on changing educational needs.

ACTION 1: Wrangell Public Schools will integrate Social and Emotional Learning (SEL) into the K-12 culture.

EVALUATION: Wrangell Public Schools will find and fund applicable Social and Emotional Learning curriculum K-12. Wrangell Public Schools will provide staff to be accessible and work with students.

RESPONSIBILITY: Administrators, counselors, SEL staff, **Curriculum Committee**, School Board (funding)

FISCAL NOTE: \$9,500.00 (curriculum), \$200,000.00 (for staff; may be grant-related)

TIMELINE: Review annually

ACTION 2: Wrangell Public Schools will engage with students to determine what they believe contributes to a safe, inclusive, and welcoming environment.

EVALUATION: Feedback will be collected in different, ongoing, modalities (i.e. student writing assignments, artwork, discussions with student government, surveys, **School Board meeting agendas to include student celebration**, etc.). Data will be collected and analyzed to determine trends and actions.

RESPONSIBILITY: Staff, administrators, **School Board**

FISCAL NOTE: Staff time, department budgets, and discretionary funds to build excitement and celebration within the school culture (popcorn party, fun Fridays, etc.). \$5,000.00 (estimate) (may be partner/grant funded to expand)

TIMELINE: Implementation Fall 2024 with review Spring 2025

GOAL 3: Wrangell Public Schools will encourage partnerships and scheduling flexibility to maximize the variety of learning opportunities and life skills for all students.

ACTION 1: Wrangell Public Schools will evaluate and tailor schedules to minimize conflicts, promote student access, and engage students in diverse learning opportunities.

EVALUATION: Class schedules will be set in the spring to meet the specific needs of students. For students in Grades 8-12 schedules should also meet their post-secondary plans. Schedules will be adjusted as necessary.

RESPONSIBILITY: School counselor, teachers, administrators

FISCAL NOTE: staff time, recruitment, retention, and hiring costs

TIMELINE: Starting Spring 2025

ACTION 2: Wrangell Public Schools will evaluate and restructure On the Job Training (OJT) programs to incorporate training, rubrics, and ongoing communication, striving for skill development and meaningful partnerships for students' real-world readiness.

EVALUATION: A template will be created for students to use when reaching out to partners. A rubric will be created to evaluate the OJT program and its educational content. A committee will be developed to review applications.

RESPONSIBILITY: School Principal, School Counselor, Review Committee, Students

FISCAL NOTE: Staff Time, Committee Time, Employer Costs if District employee (i.e: Aide, Office Worker, Coffee Shop)

TIMELINE: Implementation Fall 2024, Review end of school year 2025

ACTION 3: Wrangell Public Schools will encourage partnerships with families to empower student learning both within the school environment and at home.

EVALUATION: Documented Family Engagement/Literacy Events, communication regarding opportunities sent to families, volunteer opportunities

RESPONSIBILITY: Site Principals, Title I Staff, Teachers, School/District Secretaries, Activities Director

FISCAL NOTE: Grant funding in Title I, Staff time and specific event costs, School Office Staff, Site administrators. Volunteer background checks (\$50-60 per BC)

TIMELINE: Start Fall 2024, Ongoing

ACTION 4: Wrangell Public Schools will encourage meaningful collaboration with local and regional native organizations (i.e. WCA , SHI, SEARHC, CCTHITA, etc.) to enrich student opportunities.

EVALUATION: Cite documented opportunities for students and staff; tribal consultation forms

RESPONSIBILITY: IEA Director, Site Principals, Superintendent

FISCAL NOTE: Staff time, IEA Grant funding

TIMELINE: Monthly meetings are scheduled with WCA/IEA, Ongoing communication with other organizations when applicable

STAKEHOLDER ENGAGEMENT

GOAL 1: Wrangell Public Schools will cultivate an educational community that encourages and welcomes participation in the learning process and/or environment through broad-based stakeholder collaboration.

ACTION 1: Wrangell Public Schools will strive to create and maintain engaging and supportive partnerships with diverse groups to empower student learning at school as well as at home.

EVALUATION: Number of partners reported on the Report Card to the Public

RESPONSIBILITY: Superintendent, Site Principals

FISCAL NOTE: Staff time

TIMELINE: Spring 2025

ACTION 2: Wrangell Public Schools will develop a strategic and intentional list of tasks that can be accomplished with the assistance of volunteers. And will communicate these tasks as proactively as possible.

EVALUATION: Number of volunteer hours reported on the Report Card to the Public, list of volunteer opportunities shared with the community

RESPONSIBILITY: Site Staff, Teachers, Office Staff, Administration, Activities Director

FISCAL NOTE: Staff time, District Publications (if not digital), Volunteer Recognition

TIMELINE: Spring 2025

GOAL 2: Wrangell Public Schools will continue to make two-way communication with stakeholders a district priority.

ACTION 1: All modalities currently being used by the Wrangell public school district to communicate with and inform community stakeholders will be maintained and enhanced as needed to encourage two-way communication.

EVALUATION: Newsletters, Local media, Social media posts, Public Hearings, Committee Membership, School Advisory Committees, etc. that encourage communication and response

RESPONSIBILITY: Committee members, School Board, Staff, Parents, Community

FISCAL NOTE: Staff time, publications

TIMELINE: Ongoing, Review Communication Plan annually (next review August 2025)

FISCAL LONG-TERM SUSTAINABILITY

GOAL 1: Wrangell Public Schools will create, manage, and sustain an intentional budget aligned with our district objectives that prioritizes student learning, optimizes resources, and supports student success.

ACTION 1: Wrangell Public School Board will annually review the End-of-Year (EOY) budget expenditures in regard to the curricular and academic goals established for the previous school year.

EVALUATION: Did funds allocated for a specific goal accomplish the goal (funds set aside for curriculum, review of student assessment data, climate, etc.)?

RESPONSIBILITY: School Board, Superintendent, Business Manager, Site Principals

FISCAL NOTE: Specific budgetary funds set aside in the FY Budget

TIMELINE: After the final audit for Board Review (estimated November 2024); Beginning of Budget Cycle (December 2024)

ACTION 2: Wrangell Public Schools will annually evaluate programs, participation, and co-curricular/extracurricular offerings and fees to ensure that they meet the desires of students and staff and support student fundraising to help pay for costs not covered in the budget.

EVALUATION: Program participation rate, cost per student analysis, Title IX data, program success (effect on student's education and well-being), District maintains the ability for student fundraising opportunities to take place (ie. gaming license, **number of fundraising applications, and amount raised**), Activities Director report

RESPONSIBILITY: School Board, Superintendent, School Principals, Activities Director

FISCAL NOTE: Grant funds, Staff time, and Fees collected

TIMELINE: Annually at the end of the school year (next review June 2025)

ACTION 3: Wrangell Public Schools will take advantage of additional opportunities for funding, including grants and partnerships with outside agencies to support education and extracurricular activities.

EVALUATION: Number of accepted opportunities that align with district goals through collaboration with federal, state, regional, and local partners Number of partnerships reported in the Report Card to the Public.

RESPONSIBILITY: School Board, Superintendent, School Principals, Staff, Activities Director

FISCAL NOTE: Staff time to explore opportunities

TIMELINE: June 2025

GOAL 2: Wrangell Public Schools will engage in long-term planning regarding facilities, curriculum, and community planning

ACTION 1: Wrangell Public Schools will continue to explore long-term cost-saving measures that have minimal impact on student learning.

EVALUATION: Evaluation and re-evaluation of proposals, investments, contracts, programs, staffing, facilities, etc. to determine the impact on student learning and long-term cost savings.

RESPONSIBILITY: School Board, Superintendent, Site Principals, Staff, Community

FISCAL NOTE: Staff time, budgetary cost-savings/impact

TIMELINE: Establish and commit to annual joint work sessions focused on long-term planning with the Borough Assembly to prepare for the following year's budget cycle, Fall/Winter 2024-2025

ACTION 2: Wrangell Public Schools will work with the City and Borough of Wrangell for an equitable and sustainable division of responsibility and labor including Capital Improvement Projects (CIP) Plans and Federal, State, and Community Grants.

EVALUATION: Joint recognition of the District's 6-year CIP plan and long-term planning for the Borough-owned facilities.

RESPONSIBILITY: Superintendent, Business Manager, Maintenance Director

FISCAL NOTE: Maintenance budget, effective use of District CIP account beyond Borough-supported maintenance

TIMELINE: Ongoing

ACTION 3: Wrangell Public Schools will continue to fund and review curriculum according to the rotation specified in Board Policy. This includes continuing to prioritize and set aside funding for curricular purchases.

EVALUATION: Adherence to the Curriculum Review Cycle

RESPONSIBILITY: School Board, Curriculum Committee, Superintendent

FISCAL NOTE: Budgetary allowance to purchase curriculum

TIMELINE: Annually as part of the submitted budget (next budget Spring 2025 - FY26)

ACTION 4: Wrangell Public Schools will continue to work with the City and Borough of Wrangell on the long-term educational support of the students and include the population demographic expectations and Borough outlook on future funding.

EVALUATION: Review of Census Data, population demographics, sales tax revenue, economic trends, new businesses, tourism, future housing availability

RESPONSIBILITY: Superintendent, School Board, Business Manager

FISCAL NOTE: Staff time, local minimum and maximum contribution

TIMELINE: Establish and commit to annual joint work sessions focused on long-term planning with the Borough Assembly to prepare for the following year's budget cycle, Fall/Winter 2024-2025

EMPLOYEE DEVELOPMENT

GOAL 1: Wrangell Public Schools recognizes the need for Professional Development at all levels for school employees and will make learning opportunities relevant and available to improve professional practices.

ACTION 1: Wrangell Public Schools will use local experts (i.e. teachers teaching teachers) to host an annual conference-style professional development day.

EVALUATION: Inservice is scheduled for specific Professional Development Day(s)

RESPONSIBILITY: All Staff

FISCAL NOTE: Staff time

TIMELINE: Annually beginning Spring 2025

ACTION 2: Professional Development will provide training in improving modern best practices (i.e. facilitating resilience, encouraging a growth mindset, and implementing restorative practices).

EVALUATION: Professional Development Days include opportunities for improving modern best practices in the agenda.

RESPONSIBILITY: Superintendent, School Principals

FISCAL NOTE: Outside presenter cost, professional development materials/programs, staff “train the trainer” costs

TIMELINE: Annually beginning Spring 2025

ACTION 3: All advisors and coaches will be trained at least annually in policy and procedures pertaining to co-curricular and extracurricular activities.

EVALUATION: Seasonal Extracurricular Staff Meetings and Training, School and Staff handbooks aligned with ASAA Regulations, Board Policy, and District Standard Operations and Procedures

RESPONSIBILITY: Activities Director, School Principals, School Advisory Committees

FISCAL NOTE: Staff time

TIMELINE: Annually beginning Fall 2024

GOAL 2: Wrangell Public Schools will encourage a positive work environment

ACTION 1: Wrangell Public Schools will create a process for staff to participate in ongoing informal opportunities to provide feedback and suggestions relating to the school and work environment.

EVALUATION: Annual Staff Climate Survey

RESPONSIBILITY: Superintendent

FISCAL NOTE: Survey Monkey (\$400), Staff Time

TIMELINE: Annually beginning Winter 2025

GOAL 3: Wrangell Public Schools will ensure that administrative support systems are in place.

ACTION 1: Wrangell Public Schools will develop and regularly review Standard Operating Procedures for key administrative and support positions.

EVALUATION: Standard Operating Procedures are created and reviewed by the administration and shared with the Board

RESPONSIBILITY: Administrative and Support Staff

FISCAL NOTE: Staff time

TIMELINE: Annually beginning Fall 2024

ACTION 2: Wrangell Public Schools will strive to offer opportunities for administrative and administrative support staff to participate in relevant training.

EVALUATION: Training opportunities, team meetings to share information, provide camaraderie, and provide job-specific training

RESPONSIBILITY: Administration and Administrative Support Staff

FISCAL NOTE: Estimated \$10,000 (may be grant-related) primarily for travel expenses for principals, Business Office, IT Director, Maintenance Director, office staff, etc.

TIMELINE: Ongoing as applicable

***Note: The timelines have been added as of 09-09-24**