

**Sitka School District
2021 Strategic Plan**

STRATEGIC PLANNING TEAM

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Mission

The Sitka School District will intentionally develop

Haa Latseení

(Our Strength of Mind, Body, and Spirit)

to inspire and prepare students to be compassionate, empowered, and equipped critical thinkers within a global community.

BELIEFS

We believe:

- ❖ all students should have equitable access to and support through high-quality education.
- ❖ in removing barriers to community-wide educational opportunities.
- ❖ that understanding and honoring diversity enhances the ability to learn.
- ❖ every student should feel accepted, valued, and connected within the school and the community.
- ❖ our schools should be reflective of the needs of our changing world.
- ❖ that the highest quality education is a result of focusing on the whole child.
- ❖ our community has a vested interest in our mission.
- ❖ community partnerships are essential to our mission.
- ❖ in child centered education.
- ❖ in multicultural competency.
- ❖ in continuous, community-wide systemic improvement.
- ❖ we have a connection and responsibility to this land Haa Aaní and the people who have inhabited it since time immemorial.
- ❖ in preparing students to confront and overcome challenges.
- ❖ in fostering each student's unique ability to achieve their unique potential.
- ❖ In embracing failure as a part of lifelong learning.
- ❖ all students can find success.

GOALS

An expression of desired, measurable end results that the organization will achieve as it fulfills its mission.

100% of Sitka school district students will have at least one year of measurable growth every school year.

100% of our students will graduate.

100% of all middle and high school students will have a post-graduation plan.

100% of students will have access to mental health supports.

PARAMETERS

Management pronouncements that establish the boundaries within which the organization will accomplish its mission.

- We shall seek an equitable input of diverse voices that reflect our community.
- We will learn and grow from our past but not allow it to dictate our future.
- We will not allow the lack of funding to compromise the quality of our programs.
- Staff will be informed, involved, and valued.
- We must be intentional in including all aspects of diversity in achieving our mission.

STRATEGIES

The broadly stated means of deploying resources to achieve the organization's Goals.

1. We will Identify strategies to close learning gaps.
2. We will Strengthen culturally responsive programing.
3. We will Expand and strengthen partnerships.
4. We will produce a Professional Development/Mentorship/Induction program for SSD staff.
5. We will develop an internal and external District communication plan.
6. We will expand opportunities and remove participation barriers for students.