

**Ketchikan Gateway Borough School District**  
**Reduction in Force Plan**

**ATTACHMENT A**

**Elementary Program:**

1 IEA Pre-Kindergarten (Grant Funded)  
2 SPED Pre-Kindergarten  
10 SPED Teachers (2 Grant Funded)  
47 Teachers K- 6th grade  
1 Music Teacher  
4 RTI Teachers (Grant Funded)

**Middle School Program**

2 SPED  
3 Social Studies Teachers  
3 Science Teachers  
3 Math Teachers  
3 English Teachers  
1 PE Teacher  
1 RTI Teacher (Grant Funded)

**High School Program**

5 SPED Teachers (1 Grant Funded)  
6 ELA Teachers  
6 Social Studies  
6 Math Teachers  
6 Science Teachers  
1 7<sup>th</sup>/8<sup>th</sup> Grade Teacher  
3 CTE/Art Teachers  
1 Music  
1 Foreign Language  
1 Guidance Counselor  
.5 RTI Teacher (Grant Funded)

**District Wide Program**

6 Social Workers (Grant Funded)  
1 Cultural Coordinator (Grant Funded)  
1 Fast Track Teacher  
.5 SPED Fast Track Teacher  
1 District Librarian  
6 SSPK Teachers/Professionals (2 Grant Funded)  
16 Administrators (1 Grant Funded)

## **Recall Procedure to Vacant Teaching Positions will be inverse order**

Reduction in Force (RIF) Plan at the Ketchikan Gateway Borough School District (KGBSD).

In alignment with the strategic plan approved by the school board on May 8, 2024, our administration reviewed the plan's outlined goals to guide the academic program:

1. Graduation Rate: Increase the student graduation rate to 90%.
2. Growth: Ensure that 50% of students in grades 3-9 achieve their targeted growth scores in both reading and math.
3. Proficiency: Achieve proficiency in reading and math for 60% of 4th and 8th graders who have been with KGBSD for five or more years.
4. Communication: Implement a comprehensive communication plan with standardized processes and tools.
5. Social-Emotional: Improve socio-emotional learning with positive responses from students.
6. Career & Technical Education (CTE): Develop fully formed pathways in current CTE areas.

The administration balanced these goals while maintaining high academic standards, socio-emotional learning, and a high-quality CTE program. The RIF Plan was designed to retain programs that keep students engaged and provide various learning opportunities, despite a challenging financial landscape.

We meticulously reviewed graduation requirements, state and federal mandates, and local community goals outlined in our strategic plan. The plan was also assessed by the KEA teachers' union, school administrators, and central office staff to ensure compliance.

As we rehire staff, we will prioritize the goals established by the school board. Programs will be restored based on their importance to student success, and adjustments to class sizes will be made throughout PreK-12. We aim to ensure that the programs students rely on and that foster a positive school environment are strengthened.