



Mission /Vision Statement:

The Chugach School District is committed to developing and supporting a partnership with parents, community and business which equally shares the responsibility of preparing students to meet the challenges of the ever-changing world in which they live. Students shall possess the academic skills and personal characteristics necessary to reach their full potential. Students will contribute to their community in a manner that displays respect for human dignity and validates the history and culture of all ethnic groups.

Chugach – Family Focused!

In recent years more than 50% of Chugach School District staff have made life-altering changes in the direction of increasing their family focus. Significant life events such as marriages, babies being born, engagements, and adoptions have reached record levels. Whether this is due to the age range of Chugach staff, or the fact that staff is feeling more secure in their jobs and personal lives, we'll probably never know. This trend is likely due to a combination of these and many other factors, but I personally see it as one indicator of healthy, prosperous, and thriving staff members, families, and district in general. We often hear global, national, state, and local tragedy being sensationalized in our media so today I'd like to make an attempt to balance the scales by congratulating the Chugach staff for the wonderful family-focused news they've shared with us in recent years.

Jed and Nichole Palmer

Missy Trautman

Chris and Angie Irvin

Jane Esp

Stephanie Burgoon

Ryan Schmidt

Jeff Clay

Ty and Heather Mase (former CSD)

Bob and Erika Crumley

Doug Penn and Laurie VanHuis

Calvin Lovendosky

Linda Tolman

Tanya Wimer

Married, Baby on the way

Married to Will and now she is Missy Derivera

Baby Henry is 2 years old!

Married to Robert and now she is Jane Bailey

Married to Josh purchased condo in Whittier

Engaged to be married in June to Megan

Engaged to be married in July to Janelle

Baby on the way

Three children, ages 5 and under

Two children, 7 and under

Married to Leslie

Two children ages 8 and 6

Three children, ages 4, 6 and 8

--by Superintendent Crumley:



Chugach School District

Voyage to Excellence



Our School Board has requested that I prepare a more meaningful and simplified evaluation tool with which they can evaluate my performance. Anyone who has time or an interest to complete an evaluation of my performance, please feel free to complete the form and send it to your school head teacher or Nikki Gutierrez at our district office.

ngutierrez@chugachschools.com

Any input I can get regarding how to get better is appreciated. Below are some notes about my perceived Strengths and Opportunities for Improvement (OFI) regarding my performance. Thanks to all of you who are able to take the time to provide feedback.

Bob Crumley

Strength Area: Staff Focus

I believe we have the strongest team of people we've ever had and we offer training and opportunities to continue getting better. This allows us to have true shared and situational leadership.

Strength Area: Student Focus

While I personally haven't been able to work directly with students recently, I believe our district-wide focus on meeting student needs is back on track.

OFI Area: Community Focus

While it's nice to be streamlined at the administrative level, it also forces some trade-offs. I haven't been able to simplify the administration duties to a point that allows me to be more visible with students and communities which I had hoped to be able to do by now.

OFI Area: Facilities Focus

We've made significant headway with roofs in Tatitlek and Chenega Bay, but until the roof in Whittier is complete I won't feel I've provided the safe learning environment for students that is required. We'll put our best foot forward this legislative session in another attempt to remedy this.





Meet the District Office Staff!

Without those dedicate folks that work in the District Office, none of the necessary paperwork would get complete, or the orders get processed, or the books ordered! So let us all take a moment to get to know them a little better!

Bob Crumley:

What do you do for the district?	Superintendent
How long have you been with the district?	This is my 12 th year.
Favorite part of your job?	Seeing people succeed
Where were you born?	Cut Bank Montana
Do you have kids?	Yes, 5, 3, 1
Favorite Food?	Moose's Tooth Pizza
Favorite Sport?	Basketball
Favorite Movie?	Once Upon A Time In The West
What do you like best about Chugach?	The People

Billijo Mills

What do you do for the district?	Voyage To Excellence
How long have you been with the district?	14 years
Favorite part of your job?	All of it!
Where were you born?	Missoula Montana
Do you have kids?	Two Boys: Dyllon 12 years Cole 10 years
Favorite Food?	Most anything especially if it is not my own cooking
Favorite Sport?	Bowling
Favorite Movie?	300
What do you like best about Chugach?	All of it!



Carol Wilson

What do you do for the district?	VTE Program Director
How long have you been with the district?	10 years
Favorite part of your job?	Working with a variety of students during EXCEL. Being part of an amazing staff.
Where were you born?	Pueblo, Colorado
Do you have kids?	Two; Christa – 23, Tony – 22
Favorite Food?	Spaghetti
Favorite Sport?	Basketball, mountain biking
Favorite Movie?	Freedom Writers
What do you like best about Chugach?	The challenge of no two days being the same!

Debbie Treece

What do you do for the district?	Whatever is needed! - Special Education Coordinator; Grants Coordinator; continuous improvement efforts
How long have you been with the district?	Since 1996
Favorite part of your job?	Working with a great team of people
Where were you born?	Southern California (it was 120 degrees the day I was born!)
Do you have kids?	Yes, 3 boys Ages? 9....19....20
Favorite Food?	Steak
Favorite Sport?	Hockey
Favorite Movie?	Phenomenon
What do you like best about Chugach?	I've worked in a lot of other school districts outside of Alaska, and none of them compare to the outstanding work that Chugach staff, parents, students, and community members do to make this education the best it can be.



Doug Penn

What do you do for the district?	District Wide Principal/Administrator
How long have you been with the district?	12 years
Favorite part of your job?	Working with students and teachers in and out of the classroom.
Where were you born?	San Diego CA
Do you have kids?	A boy Kai -6 and a girl Kintla - 4
Favorite Food?	Ice Cream – Ben and Jerry’s any flavor
Favorite Sport?	Football – Go Chargers
Favorite Movie?	The Princess Bride
What do you like best about Chugach?	I love working with a group of folks who truly love what they do and are so passionate about kids.

Jane Bailey

What do you do for the district?	Brighter Beginnings Project Director and Assessment Revision Coordinator
How long have you been with the district?	This is my first year back with the district. I worked for CSD for 2 years in the 90’s.
Favorite part of your job?	My favorite part of my job is working with the high caliber of people I get to work with.
Where were you born?	Livingston, MT
Do you have kids? Ages?	I have two stepchildren. Ramsey is nine and Rhett is six.
Favorite Food?	I love all seafood and anything chocolate.
Favorite Sport?	I like to run and ski although I don’t get to ski very often anymore.
Favorite Movie?	Lonesome Dove is an all-time classic.
What do you like best about Chugach?	The team spirit and high energy of the staff and students is awesome.



Kirsten Alburg

What do you do for the district?

I am a VTE Team member and am also on the TPH Educational Team.

How long have you been with the district?

6 months

Favorite part of your job?

Working with a team of greathearted teachers and staff to do what's best for kids. Working directly with kids to help them see the meaning/cross over between standards and real life. Preparing students to be successful in life. I can keep going!!

Where were you born?

Saginaw, Michigan

Do you have kids?

Nope, just the ones I teach

Favorite Food?

Thai Food, Curry Chicken..Yumm

Favorite Sport?

SKIING

Favorite Movie?

Pay It Forward

What do you like best about Chugach?

Chugach School District teachers and staff have a great sense of humor and know how to PLAY on a daily basis, while working hard achieving the overall goal to do what's best for kids.

Missy "Trautman" DeRivera

What do you do for the district?

I'm a teacher for the Extension School.

How long have you been with the district?

This is my 4th year.

Favorite part of your job?

Working with students.

Where were you born?

North Dakota

Do you have kids?

Not yet.

Favorite Food?

Chocolate

Favorite Sport?

Volleyball

Favorite Movie?

The Holiday

What do you like best about Chugach?

I like how student focused Chugach is and how students move through levels once they have mastered the information, not just because the school year is over.



Nikki Gutierrez

What do you do for the district?	I'm the Board Secretary and Registrar
How long have you been with the district?	3 years in April
Favorite part of your job?	The people
Where were you born?	Fayetteville, NC
Do you have kids?	Nope, not for awhile yet
Favorite Food?	Crunchy peanut butter on a wheat tortilla
Favorite Sport?	Skiing
Favorite Movie?	Dogma
What do you like best about Chugach?	The people

Ryan Schmidt

What do you do for the district?	Technology Coordinator and Facilities Manager
How long have you been with the district?	4 years
Favorite part of your job?	Helping students
Where were you born?	Medford WI
Do you have kids?	No
Favorite Food?	Steak
Favorite Sport?	Football
Favorite Movie?	The Land Of the Giants
What do you like best about Chugach?	The staff and opportunities



Chugach School District

Voyage to Excellence



Shoo Salasky

What do you do for the district?	Science program coordinator
How long have you been with the district?	Since Fall 2000
Favorite part of your job?	Always trying new lessons & concepts
Where were you born?	Mom says I was hatched!
Do you have kids?	Many dogs; many ages
Favorite Food?	salmon
Favorite Sport?	Anything outdoors without a motor
Favorite Movie?	Read books instead---favorite recent book: <u>Water for Elephants</u> , by Sara Gruen
What do you like best about Chugach?	The progressive attitude and willingness to do new things that might work better for all (students, parents, communities, staff)

Coming Up At The Anchorage House

January 9 - 17	Phase II
January 22 - 30	Phase III
February 10 - 13	New Beginnings Phase
February 17 - 22	Phase I
March 3 - 6	New Beginnings Phase
March 27 - April 4	HSGQE Phase (Tentative)
April 15 - 23	Phase II - High Growth Industries



Getting Off the Couch

Even the most motivated of us can feel unmotivated at times. In fact, sometimes we feel paralyzed and making positive changes seems too difficult to even think about. But it's not hopeless: with some small steps you can get started down the road to positive change. Here are ten steps to getting down to doing something hard.

1. **One Goal.** Sometimes we have so many things before us that it is hard to pick more to focus on. We feel overwhelmed. Feeling overwhelmed can lead to feeling depressed and that is no way to get off the couch! When you are feeling like there is too much on your plate, pick just one thing and focus all your energy on getting that one thing done. You can always return to your other goals when you've accomplished your **one goal**.
2. **Preview.** Everyday, spend sometime thinking about what you are going to do to further your goal. Spend a couple of minutes anticipating what might get in your way, and what you can do to overcome those obstacles. This can be very powerful to do with someone else. Having a buddy that can ask you what you are doing to meet your goals everyday will keep you accountable. Also spend some time anticipating what it will feel like to accomplish a step toward your goal. You can think
3. **Audience.** Tell others what you want to accomplish and keep them posted on your progress. If you find that the people around you are negative and don't support and celebrate your successes with you, find a different audience. Finding the right audience to **review and celebrate** your progress is one of the most powerful tools in changing behavior
4. **Poster!** Print out your goal in big words. Make your goal just a few words long and post it up on your wall or refrigerator. Post it at home in the classroom. Put it on your computer desktop. You want to have reminders about your goal, to keep you focused and keep your excitement going.
5. **Support.** It's hard to accomplish something alone. Find your support network, either in the real world or online, or both.
6. **Prepare for Setbacks.** We all have days that are better than others. When we are trying to break old habits, we have lapses. What we want to do is keep our lapses from become relapses. We can prevent relapses by anticipating them, accepting that some days we will be stronger, more organized, more on task than others. Motivation is inconstant for all of us. Stick out the rough patches with the help of your support network and wait for that motivation to come back. In the meantime, reflect on what you've accomplished up to this point and celebrate your success so far.
7. **Baby Steps.** Start small. If you are having a hard time getting started, it may be because you're thinking too big. If you're trying to write a 10-page paper, break it down to writing one page today. You can write the next one tomorrow in a week you will be more than half way done. You might even find you get an extra page done, once you've loosened up. If you are trying to start an exercise program and think you have to do these intense workouts 5 days a week. Think instead about taking small, tiny, baby steps. Do 10 minutes of exercise. In a week you will feel like doing more.
8. **Call for help.** When your motivation drops to zero and you can't go on, call a friend, teacher, counselor, someone, who will help you get back on track. Today you can join a number of on-line forums to celebrate your successes and find comfort when you fail.
9. **Squash your negative thoughts.** Recognize negative self-talk, which is sapping your motivation and keeping you on the couch. Spend a few days writing down and becoming aware of every negative thought about the thing you want to accomplish. Now, try squashing those negative thoughts like a bug, and replacing them with a corresponding positive thought. Squash, "This is too hard!" and replace it with, "I can do this!"
10. **Rewards.** Remember to reward your self for making gains toward your goals. This is a skill too many of us have lost in these days of instant gratification, but if you can hold back some of the things you really enjoy until after you've accomplished one of the steps toward you goal, your motivation will be much stronger.



Happy Birthday to You...

Happy Birthday to You.....



Ryan Schmidt (DO) - January 15

Gerda Weamire (Whittier) - January 15

Nikki Gutierrez (DO) - January 16

Leeann Galusha (Chenega) - January 24

Linda Tolman (Whittier) - January 25

Shannon O'Brien (Whittier) - February 10

Steve Grajewski (Chenega) - February 11

Annie Dougherty (Fairbanks) - February 17

Billijo Mills (DO) - February 17

Karen Laursen (Whittier) - February 20



Award a STAR to someone special this year!

STARS are awarded to staff, teachers, students, parents, elders, school board members, and community members... anyone who you would like to see honored for exemplary work with our students whose actions go above and beyond our expectations. Just go to www.chugachschools.com and cast your star!

Nominee:

First Name: Ryan

Last Name: Schmidt

Community: District Office

Why You Feel This Person Deserves A Star: This year Ryan has been swamped with new incoming technology and computers. He has done a fantastic job getting all these computers up to speed and out to the students and teachers as quickly as possible. Not an easy task with everything else on his plate. Ryan has also made great headway on his Master's degree in Educational Leadership and should be completing his program very soon. Congratulations Ryan.

Nominee:

First Name: Stephanie

Last Name: Burgoon

Community: Whittier

Why You Feel This Person Deserves A Star: Stephanie has done an amazing job leading the staff and students of Whittier Community School to a great start this school year. She works tirelessly to make sure Whittier students have lots of opportunities both in and out of school. She has also worked with the Whittier staff and EAC to improve community involvement in the school as well as increase student involvement in the community. Thank you Stephanie for all your hard work on behalf of the students and the school. It is greatly appreciated.

Nominee:

First Name: Shannon

Last Name: O'Brien

Community: Whittier

Why You Feel This Person Deserves A Star: Shannon has really done a wonderful job of not only teaching the primary students in Whittier but also successfully pursuing the components of National Board Certification. In addition to this Shannon has played a key role in Chugach's efforts to expand our VTE program through establishing a charter school in Girdwood. Thank you Shannon for all of your tremendous efforts.



Chugach School District
Voyage to Excellence



Chugach School District
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ADDRESS CORRECTION REQUESTED

Hang in there....spring is on its way!!!!

