



North Slope Borough School District (NSBSD)

FY2025/2026 Mid-Year Report

Mid-Year Status Reflected of December 30, 2025

Final Report Produced on January 15, 2026

Plan Overview

Mission Statement

Students who are empowered, culturally rooted, bilingual, healthy, critical, creative, life-long learners.

Iñupiaq Values

Compassion

Resolution of Conflict

Love and Respect for Our Elders and One Another

Cooperation

Humor

Sharing

Family and Kinship

Knowledge of Language

Hunting Traditions

Respect for Nature

Humility

Spirituality

Manḡuqput - Our Foundation Statement

Iñuk una qauriñinaniñ iñugullaḡmi ilisimmatiniguuruq
ilisausiamiñiñnaipiqtuḡnaniñ!lu aasii taima isumalaalḡusivluni sul
ilisimmaḡiksivluni tainnamik aasii kisuutilaani pautagivlugu iñuguqhuni
iñulluatauvluni.

District Goals

- | | | |
|----------|--|------------|
| 1 | Prioritize and implement intentional and purposeful partnerships. | On Target |
| 2 | All students perform at or above grade level. | On Target |
| 3 | All students are prepared for their pathway of choice post-high school. | On Target |
| 4 | Graduate bilingual students. | Off Target |
| 5 | Facilitate and maintain culturally, emotionally, and physically safe learning... | On Target |
| 6 | Build and sustain a thriving workforce aligned with the mission of this District. | Off Target |
| 7 | Standardize high-functioning, efficient, student-focused operations. | On Target |

Annual Goal Summary

1 Prioritize and implement intentional and purposeful partnership

- Authentic, intentional, and visible collaboration with families and all community partners. (1.1)

On Target

- Authentic, integrated partnerships with Tribes and cities that are tied to specific programs and outcomes for students and the community. (1.2)

On Target

- Building upon existing support and partnerships with corporations, local businesses/nonprofits to ensure purposeful outcomes that meet the needs of our students. (1.3)

On Target

- Expanded pathways and opportunities for students and staff through partnerships with employers, colleges/universities, and other districts. (1.4)

On Target

2 All students perform at or above grade level.:

- All students supported to achieve grade level proficiency in literacy & math. (2.1)

On Target

- High-quality Tier 1 culturally safe & responsive instruction in every classroom. (2.2)

On Target

- Fully integrated culturally responsive curriculum. (2.3)

On Target

- All students will have a Tumitchiat Sivunmun Plan for learning achievement. (2.4)

On Target

- Students are in school at least 90% of the time. (2.5)

On Target

- All students graduate with their cohort. (2.6)

On Target

3 All students are prepared for their pathway of choice post-high school.:

- All students have identified their own post-high school pathway. (3.1)

On Target

- Maximized utilization of the QLC for NSBSD programs & supports for students. (3.3)

On Target

- Aligned CTE courses, with a consistent scope and sequence, available across District. (3.2)

On Target

4 Graduate bilingual students.:

- Transition to a dual language model. (4.1)

Off Target

- District-driven Iñupiaq Language Teacher Recruitment & Development Pathway. (4.3)

On Target

- Co-created, community-based Iñupiaq immersion program in every village. (4.2) (EOY Target: 100%)

Off Target

5 Facilitate and maintain culturally, emotionally, and physically safe learning environments.:

- Every space in the District is physically and culturally safe. (5.1)

On Target

- Prioritized and Elevated Student Voice. (DWSC representatives from each site). (5.3)

Off Target

- Development & implementation of Community & School Expectation Agreements. (5.2)

On Target

- Inter-agency collaboration to support student well-being as defined within MOA's. (5.4)

On Target

6 Build and sustain a thriving workforce aligned with the mission of this District.:

- Attracting and hiring NSBSD mission and Pedagogy-aligned recruits. (6.1)

On Target

- Facilitating and increasing staff connectedness, support, and well-being. (6.3)

Off Target

- Developing and retaining qualified, engaged, and committed staff. (6.2)

On Target

- Actively supporting local staff on a career ladder to achieve highly qualified/certificated status. (6.4)

Off Target

7 Standardize high-functioning, efficient, student-focused operations.:

- Safe, modern, secure facilities for students and staff. (7.1)

On Target

- Standardized operational processes and inter-departmental cooperation District-wide. (7.2)

On Target

- Current technology enhancing operations and advancing student outcomes. (7.3)

Off Target

- Stable and reliable local contribution funding that accounts for inflation and the changing needs of our students & community. (7.4)

Not Started

- Diversified funding outside of State & Federal revenue sources. (7.5)

On Target

Goal 1: Purposeful Partnerships

1 Prioritize and implement intentional and purposeful partnerships.

Outcome	Initiative
<div data-bbox="138 381 275 428">On Target</div> <p data-bbox="392 381 905 488">Authentic, intentional, and visible collaboration with families and all community partners. (1.1)</p> <p data-bbox="392 500 806 521">Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>	<div data-bbox="1066 381 1203 428">Achieved</div> <p data-bbox="1323 381 1992 402">Conduct village town halls to discuss the school calendar and student outcomes. (1.1.1)</p> <p data-bbox="1323 415 1680 436">Owner: Superintendent/ CO, (07/01/25 - 06/30/26)</p> <p data-bbox="1323 438 1491 457">Updated as of 01/15/26</p> <p data-bbox="1323 470 1835 490">Latest Comment: Village Town Hall meetings held. (Strategy Admin, 01/15/26)</p> <div data-bbox="1066 570 1203 617">Achieved</div> <p data-bbox="1323 570 1929 589">Hold Quadrilateral meetings focused on language and student outcomes. (1.1.2)</p> <p data-bbox="1323 602 1680 621">Owner: Superintendent/ CO, (07/01/25 - 06/30/26)</p> <p data-bbox="1323 623 1491 643">Updated as of 01/15/26</p> <p data-bbox="1323 656 1969 698">Latest Comment: Awaiting Board discussion at winter retreat Jan 2026 about Immersion program for FY27 (Superintendent/ CO, 12/18/25)</p> <div data-bbox="1066 777 1203 824">On Target</div> <p data-bbox="1323 777 1606 797">Conduct training for all SAC's. (1.1.3)</p> <p data-bbox="1323 810 1806 829">Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26)</p> <p data-bbox="1323 831 1491 850">Updated as of 12/30/25</p> <p data-bbox="1323 863 1976 904">Latest Comment: In progress as meetings are held; scheduling a DW Training. As new members come on, trainings are required (Strategy Admin, 12/30/25)</p> <div data-bbox="1066 984 1203 1031">Off Target</div> <p data-bbox="1323 984 1953 1024">Post the SAC schedule (monthly meetings) on the centralized SAC posting system. (1.1.4)</p> <p data-bbox="1323 1037 1806 1057">Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26)</p> <p data-bbox="1323 1058 1491 1078">Updated as of 01/15/26</p> <p data-bbox="1323 1091 1908 1110">Latest Comment: Work in progress, could be improved in sites. (Strategy Admin, 12/30/25)</p> <div data-bbox="1066 1190 1203 1237">On Target</div> <p data-bbox="1323 1190 1684 1209">Develop informal community gatherings. (1.1.5)</p> <p data-bbox="1323 1222 1715 1242">Owner: Assistant Superintendent, (07/01/25 - 06/30/26)</p> <p data-bbox="1323 1243 1491 1263">Updated as of 12/30/25</p> <p data-bbox="1323 1276 1976 1317">Latest Comment: The communities across the slope gathered to celebrate the end of the semester with various Christmas programs. (Assistant Superintendent, 12/30/25)</p>

On Target	<p>Authentic, integrated partnerships with Tribes and cities that are tied to specific programs and outcomes for students and the community. (1.2)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>	On Target	<p>Meet consultation requirements for Qargi private school. (1.2.1)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Have engaged in multiple meeting with Qargi to clarify their status - Qargi have now changed status again - NSBSD awaiting ICAS MOA draft for requested services. NSBSD legal is engaged. (Superintendent/ CO, 12/18/25)</p>
		On Target	<p>Establish/Refresh MOU reflecting areas of cooperation and collaboration between ICAS and NSBSD. (1.2.2)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Have engaged in multiple meeting with Qargi to clarify their status - Qargi have now changed status again - NSBSD awaiting ICAS MOA draft for requested services. NSBSD legal is engaged. (Superintendent/ CO, 12/18/25)</p>
		On Target	<p>Identify under-utilized funding sources (ex: NPRA). (1.2.3)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: 2 meetings held with Mayors office to discuss NPRA and also Bond sale monies for cap-ex that qualifies. (Superintendent/ CO, 12/18/25)</p>
On Target	<p>Building upon existing support and partnerships with corporations, local businesses/nonprofits to ensure purposeful outcomes that meet the needs of our students. (1.3)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>	On Target	<p>Update MOAs with ASNA, Tanana Chiefs, and Maniilaq Corporation outlining student and family supports to reduce duplication of services. (1.3.1)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Maniilaq MOA signed. TCC not responding to requests. (Superintendent/ CO, 12/18/25)</p>
		On Target	<p>Recognize current partners (letters, invitations, etc.) (1.3.2)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Letters sent to all Whaling captains. Meetings with with AEWC and Barrow Whaling Captains, Leadership partnership with ASRC/Avaiyak Burnell (Superintendent/ CO, 12/18/25)</p>
On Target	<p>Expanded pathways and opportunities for students and staff through partnerships with employers, colleges/universities, and other districts. (1.4)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>	On Target	<p>Coordinate with Iḷisaḡvik to expand opportunities. (1.4.1)</p> <p>Owner: Iḷupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: Continue to work through Iḷisaḡriḡuḡta program initiatives - pending Spring 2026 student enrollment to cross reference to our HR staff list for program active staff members. (Iḷupiaq Education, 12/30/25)</p>

	On Target	<p>Build relationships with BBRCTE, KCA, VTE. (1.4.2)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 09/26/25</p> <p>Latest Comment: We have had numerous conversations with various entities in order to expand opportunities for students. These conversations have been with: Kusilvak Career Academy (Lower Yukon School District), Voyage to Excellence (Chugach School District), Bristol Bay Regional CTE (a consortium of several districts), UIC, ICAS, NSB HR + Public Works, NSB Fire Department, NSB SAR, Conoco Phillips, Northwest AHEC, Alaska SeaGrant. (CTE / QLC, 11/25/25)</p>
	Achieved	<p>Explore CTE opportunities at Barrow Gas Field. (1.4.3)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 09/26/25</p>
	On Target	<p>Explore other school districts/partner opportunities. (1.4.4)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Ongoing dialogue with King Tech, Kusilvak Career Academy and Excel. (Superintendent/ CO, 12/18/25)</p>

Goal 2: Academic Achievement

2 All students perform at or above grade level.

Outcome		Initiative	
<div>On Target</div>	All students supported to achieve grade level proficiency in literacy & math. (2.1) Owner: Curriculum & Instruction, (07/01/24 - 06/30/26)	<div>On Target</div>	Implement school-based intervention services, along with other tools, to facilitate student growth and achievement. (2.1.1) Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25 Latest Comment: Amplify tutoring started up (Curriculum & Instruction, 11/10/25)
		<div>Off Target</div>	Post & hire positions for site-based interventionists. (2.1.2) Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/02/25 Latest Comment: All vacancies are posted, not all positions hired. (Curriculum & Instruction, 10/14/25)
<div>On Target</div>	High-quality Tier 1 culturally safe & responsive instruction in every classroom. (2.2) Owner: Curriculum & Instruction, (07/01/24 - 06/30/26)	<div>On Target</div>	Implement District approved curriculum & materials. (2.2.1) Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/02/25 Latest Comment: Implementation is not at 100% yet per site visits. (Curriculum & Instruction, 11/02/25)
		<div>On Target</div>	Complete first formal evaluation cycle by November 15. (2.2.2) Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 11/03/25 Latest Comment: Evaluation data is captured by a framework called Bullseye. (Assistant Superintendent, 11/03/25)
		<div>Achieved</div>	Implement IEP and 504's in all classrooms. (2.2.3) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 11/18/25 Latest Comment: Moving target; removing & adding throughout the year. (Strategy Admin, 03/27/25)
		<div>On Target</div>	District-wide School Improvement Planning. (Instructional Team) (2.2.4) Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/02/25

		Latest Comment: All sites plans approved, on target for BOY (Curriculum & Instruction, 11/02/25)
	On Target	<p>Collect compliance information on MTSS process. (2.2.5)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/02/25</p> <p>Latest Comment: Tool created, still lagging on the behavioral side. (Curriculum & Instruction, 11/02/25)</p>
	On Target	<p>Review/develop secondary course scope/sequences. (2.2.6)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: Meeting monthly to update progress. CTE courses proving to be a challenge (Curriculum & Instruction, 11/02/25)</p>
	On Target	<p>Create content-area teams district-wide. (2.2.7)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: Will start with Science due to adoption cycle, and ELA due to interest. Have given grade/ content area team time during inservice with mixed results. (Curriculum & Instruction)</p>
	Achieved	<p>Facilitate the Building Advisory Group (BAG) by October 1. (2.2.8)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: All sites have a bag. (Assistant Superintendent, 11/03/25)</p>
	On Target	<p>Crosswalk the Pedagogy with Danielson/Harcharek Framework and operationalize in FY26. (2.2.10)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: Working to re-form or form anew the committee after AR shift. (Curriculum & Instruction, 05/07/25)</p>
	Off Target	<p>Evolve the model classroom. (Create a comprehensive Guide to include purpose, process, and what the NSBSD model classroom looks like). (2.2.11)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 01/15/26</p> <p>Latest Comment: Model classroom has been established at IPK. (Strategy Admin, 01/15/26)</p>

		On Target	<p>Develop the 4-year PD Plan. (2.2.12)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: received feedback from all departments in order to determine type and duration of all PD. Next step is to build out templates. (Curriculum & Instruction, 03/28/25)</p>
		On Target	<p>Audit randomized lesson plans/schedules. (2.2.13)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Will begin audit in November. (Curriculum & Instruction)</p>
		Deferred	<p>Continue looping model discussions. (2.2.14)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Chelsie and Ahlook - Add to town hall meeting discussions - talk to Caitlin about C&I involvement with a 1page overview of the concept, its benefits to students (Superintendent/ CO, 05/12/25)</p>
		Deferred	<p>Block scheduling exploration. (2.2.15)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: CO to work with C&I over summer for FY27 - add to standards based model conversation. (Superintendent/ CO, 05/12/25)</p>
On Target	<p>Fully integrated culturally responsive curriculum. (2.3)</p> <p>Owner: Curriculum & Instruction, (07/01/24 - 06/30/26)</p>	On Target	<p>Introduce understanding of ILF/critical elements through PD (start w/Principals, then roll out to teachers). (2.3.1)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 11/25/25</p> <p>Latest Comment: Pauktuutit and ILF was introduced during In-Service and will continue to be integrated in PD/upcoming In-Services. (Iñupiaq Education, 12/30/25)</p>
		On Target	<p>Completion of published ILF textbook. (2.3.2)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: Edits are complete and pending design team's updates to the draft. Once updates are complete, the team will do a final pass before moving to print. (Iñupiaq Education, 12/30/25)</p>

	On Target	<p>Work initial training components into PLC & In-Service Schedules. (2.3.3)</p> <p>Owner: Iñupiaq Education, (01/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: SY26-27 Inservice schedule has been set - planning for content and topics will take place after the new year. (Iñupiaq Education, 12/30/25)</p>
	On Target	<p>Map ELA, Math & Science content areas (hand in hand with scope & sequence). (2.3.4)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: Focus has been on NS Science this year. (Curriculum & Instruction, 03/06/25)</p>
	On Target	<p>Implement Classrooms on the Nuna (at least one village or site per year). (2.3.5)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: Identified pilot schools will work with Rod Lloyd to start planning for April/May implementation; this includes Ipalook Grade 5, Kiita, Ałak. MRS will continue implementation. (Iñupiaq Education, 12/30/25)</p>
	Achieved	<p>Establish funding for CBU content conversion/reprints. (2.3.6)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Paid from FY26 fund balance (Superintendent/ CO, 12/18/25)</p>
	On Target	<p>Implement Teacher Self-Reporting Tool to assess the degree of culturally sensitive instruction being delivered (EOY Check-Out). (2.3.7)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: Survey to be ready by May 5. (Curriculum & Instruction, 04/30/25)</p>
	On Target	<p>Finalize scope of work for closed box curriculum AI tool and confirm the ingredients required. (2.3.8)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Digitization projection out for bid Dec 2025. AI box scope and planning to be planned in March 2026 (Superintendent/ CO, 12/18/25)</p>

On Target	<p>All students will have a Tumitchiat Sivunmun Plan for learning achievement. (2.4)</p> <p>Owner: Assistant Superintendent, (07/01/24 - 06/30/26)</p>	On Target	<p>Continue implementation of Tumitchiat Sivunmun Plans during the TS period. (2.4.1)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: The instructional Team met with the Student Services Team to develop the overarching themes and scope and sequence for the second semester. (Assistant Superintendent, 12/30/25)</p>
		On Target	<p>Integrate TS Plans into parent-teacher conferences for Grades 6-12. (2.4.2)</p> <p>Owner: Assistant Superintendent, (10/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: CO is reviewing a sample of these plans at each site and will verify with principals the completion of the TS Plans at each site. More work is needed to help connect parents who did not attend parent/teacher conference. (Assistant Superintendent, 12/30/25)</p>
		On Target	<p>Begin implementation of Middle School Tumitchiat Sivunmun Plans (Grades 6-8). (2.4.3)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: Still in development. This will be extended as the path for high school is further developed. (Assistant Superintendent, 12/30/25)</p>
		On Target	<p>Implement curriculum framework for TS period at the HS level. (2.4.4)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: The Instructional team and Student Services team developed an overarching theme and scope and sequence for the Spring Semester. Districtwide programming will develop along these lines. (Assistant Superintendent, 12/30/25)</p>
On Target	<p>Students are in school at least 90% of the time. (2.5)</p> <p>Owner: Assistant Superintendent, (07/01/24 - 06/30/26) Updated as of 10/06/25</p> <p>Latest Comment: Refer to KPI 2.7.3 for actual data. This outcome is reporting progress of supporting effort-based initiatives.</p>	On Target	<p>Stakeholder collaboration to influence attendance. (2.5.1)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25</p> <p>Latest Comment: There were 9 weeks of attendance above 80%. Students have been recognized and rewarded for strong attendance and improved attendance. (Assistant Superintendent, 12/01/25)</p>
		On Target	<p>Raise public awareness about attendance (theme is You Belong). (2.5.2)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25</p> <p>Latest Comment: Staff is emailed weekly about attendance, the Board is updated monthly, and the community is updated weekly on the radio show. (Assistant Superintendent, 12/01/25)</p>

	On Target	<p>Targeted attendance campaign for low-performing sites (specific plan for each site). (2.5.3)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25</p> <p>Latest Comment: Attendance at each site has been higher this year than last year. (Assistant Superintendent, 12/01/25)</p>	
	On Target	<p>Celebrate improved attendance (build into TS Period). (2.5.4)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25</p> <p>Latest Comment: Attendance is highlighted and celebrated during each Districtwide TS period. (Assistant Superintendent, 12/01/25)</p>	
	On Target	<p>Share calendar options with communities (at Community Town Hall). (2.5.6)</p> <p>Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: Admin/Board members have attended and held each of the villages community townhalls. The Utqiagvik townhall is scheduled for January 6. Each townhall focuses on celebrating student achievements, staff recognition, community and school expectations, student growth, student attendance, and a cultural school calendar. (Strategy Admin, 12/30/25)</p>	
On Target	<p>All students graduate with their cohort. (2.6)</p> <p>Owner: Curriculum & Instruction, (07/01/24 - 06/30/26)</p>	On Target	<p>Integrate transcript audits and credit recovery into TSP conversations. (2.6.1)</p> <p>Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: On-track tool being updated to include new language requirement. (Curriculum & Instruction, 11/10/25)</p>

Goal 3: Post-High School Readiness

3 All students are prepared for their pathway of choice post-high school.

Outcome		Initiative	
<div>On Target</div>	All students have identified their own post-high school pathway. (3.1) Owner: CTE / QLC, (07/01/24 - 06/30/26)	<div>Off Target</div>	Promote the QLC & the graduation exploratory/bridging opportunities available. (3.1.1) Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/31/25 Latest Comment: We have been working with Cordelia Kellie and this is going to be happening soon. (CTE / QLC, 10/31/25)
		<div>Deferred</div>	Planning and implementation of two career fairs (Fall & Spring) (unique focus per event). (3.1.2) Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25 Latest Comment: Due to change in Personnel, new initiatives such as Tunitchiat Sivunmun are requiring some attention. (CTE / QLC, 12/18/25)
		<div>Achieved</div>	Integrate YouScience portfolio into TS Plans. (3.1.3) Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 12/29/25
		<div>On Target</div>	Integrate Workplace Readiness into 8-12 Curriculum (YouScience, Soft Skills, Leadership). (3.1.4) Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25
<div>On Target</div>	Aligned CTE courses, with a consistent scope and sequence, available across District. (3.2) Owner: CTE / QLC, (07/01/24 - 06/30/26)	<div>Off Target</div>	Build the CTE foundation in early elementary. (3.2.1) Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 12/08/25 Latest Comment: This is an area we have not had time to pursue yet. We did provide a Paxton Patterson kit (designed for elementary STEM) but have not yet received feedback on it. (CTE / QLC, 12/08/25)
		<div>On Target</div>	Identify elementary & middle school resources for career exploration. (3.2.2) Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25

		<p>Latest Comment: Ipalook Elementary is utilizing some Paxton Patterson materials designed for elementary schools. Hopson Middle School is using Paxton Patterson materials designed for Middle/High School (CTE / QLC)</p>
	On Target	<p>Expand internships and OJT with on slope entities. (3.2.3)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25</p> <p>Latest Comment: OJT opportunities have been greatly expanded through a partnership with NSB HR. We are working with them so that students apply for OJT through the borough -- this allows them to earn a higher wage and work more hours than we can offer through the school district. In addition, UIC has implemented an OJT program and we are funneling students directly to them. (CTE / QLC)</p>
	On Target	<p>Continue to explore/unlock the TTC as an option for career trades. (3.2.4)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: NSB have re-opened possibility. Proposal communicated to NSB for possible training on site at HBTTTC (Superintendent/ CO, 12/18/25)</p>
	Achieved	<p>Compliment on slope programming through Alaska EXCEL & exploration of other entities. (3.2.5)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 09/26/25</p>
	On Target	<p>Further development of pathways and supporting cross walks. (3.2.6)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25</p> <p>Latest Comment: This is an area where progress is being made slowly. We have a healthcare pathway that is underway for the first time. (CTE / QLC, 10/27/25)</p>
	On Target	<p>Formalize training for shop safety (CTE PLC). (3.2.7)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25</p> <p>Latest Comment: We've done work on this objective -- we required CTE instructors to implement the NCCER Core program, with an emphasis on safety prior to students working on projects. We are continuing to look at how to best balance safety with getting students working quickly. (CTE / QLC, 10/27/25)</p>

On Target	<p>Maximized utilization of the QLC for NSBSD programs & supports for students. (3.3)</p> <p>Owner: CTE / QLC, (07/01/24 - 06/30/26)</p>
On Target	<p>Build master schedule with activities/assessments. (3.3.1)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/27/25</p>
Not Started	<p>Create/Implement a focused 8th grade career exploratory program at QLC. (3.3.2)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 12/08/25</p> <p>Latest Comment: This is something that we've been discussing internally and with Deb Badertscher. We have some ideas but like anything else it's a matter of being able to devote the time to make something meaningful happen with minimal snags. (CTE / QLC, 12/08/25)</p>
On Target	<p>Develop 3 evening and weekend opportunities. (3.3.3)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 10/31/25</p> <p>Latest Comment: We generally provide a variety of opportunities to keep students engaged on weekends and evenings including Ilisagvik college, local dance groups, etc. (CTE / QLC, 10/31/25)</p>
On Target	<p>Continue to develop expanded offerings that include evenings, weekend and summer opportunities. (3.3.4)</p> <p>Owner: CTE / QLC, (07/01/25 - 06/30/26) Updated as of 11/17/25</p>

Goal 4: Bilingual Students

4 Graduate bilingual students.

Outcome		Initiative	
Off Target	<h3>Transition to a dual language model. (4.1)</h3> <p>Owner: Iñupiaq Education, (07/01/24 - 06/30/26) Updated as of 08/10/25</p> <p>Latest Comment: This concept is still on our radar, but it is a much larger beast. I think the task at hand prior to focusing on or in tandem with building a plan, is also recruitment and building up fluency of local educators not only in Iñupiaq language, but ensuring that they have core content knowledge as well. (Iñupiaq Education, 05/13/25)</p>	On Target	<p>Embed language into Policy. (4.1.1)</p> <p>Owner: Superintendent/ CO, (01/01/25 - 08/01/25) Updated as of 11/12/25</p> <p>Latest Comment: Presenting to the Board for second reading and adoption on May 13th (Superintendent/ CO, 05/12/25)</p>
		On Target	<p>Embed culturally responsive instruction and use of adopted resources into policy. (4.1.2)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: BP0100 has been revised and awaiting legal advice (Superintendent/ CO, 12/18/25)</p>
		Off Target	<p>Develop a cohesive, long-term instructional plan for K-12 dual language program. (Begin to consider and create the plan). (4.1.3)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 11/08/24</p>
		On Target	<p>Develop alternative options to support language learning for all K3-12 students. (4.1.4)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 11/25/25</p> <p>Latest Comment: We are in process of building, reviewing and refining 2 courses through the RRR initiatives that students can take through direct instruction or asynchronously. This will also align with dual-credit options and opportunities. (Iñupiaq Education, 12/30/25)</p>
		Not Started	<p>Create the plan for recurring 2-week language intensives (onsite or at QLC). (4.1.5)</p> <p>Owner: , (07/01/25 - 06/30/26) Updated as of 05/13/25</p> <p>Latest Comment: The limitations in this area are dependent on the availability of staff and fluent staff to teach these courses. We continue to work on intensive offering through QLC with Jim Dube for SY25-26. (Iñupiaq Education, 05/13/25)</p>

		Off Target	<p>Increase capacity and language fluency in specific content areas. (4.1.6)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/30/25</p> <p>Latest Comment: Considerations: Need to create a plan for translating/building out instruction for one content area. As we continue to build capacity, the content area will be ready and accessible for implementation. Recommendation: Math OR Literacy/Language Arts. (Iñupiaq Education, 12/30/25)</p>
Off Target	<p>Co-created, community-based Iñupiaq immersion program in every village. (4.2) (EOY Target: 100%)</p> <p>Owner: Iñupiaq Education, (07/01/24 - 06/30/26)</p>	Off Target	<p>Organize an accessible immersion curriculum. (4.2.1) (EOY Target: 100%)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 01/15/26</p> <p>Latest Comment: Alignment to the viable, sustainable, staffable programming going into SY26-27. (Iñupiaq Education, 12/30/25)</p>
		Achieved	<p>Open Grade 1 and maintain K3/K4 and Kindergarten at Ipalook. (4.2.2) (EOY Target: 100%)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 11/25/25</p>
		Off Target	<p>Plan for Immersion Grade 2. (4.2.3) (EOY Target: 100%)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 01/15/26</p> <p>Latest Comment: The team will plan to meet after the new year to consider options for opening Grade 2 Immersion at Ipalook. Considerations for SY26-27 include if the program is sustainable and staffable -- comprehensive support with translations, curriculum, resources, materials, and physical support. (Iñupiaq Education, 12/30/25)</p>
		Off Target	<p>Build a matrix to visualize what is needed to open an Iñupiaq immersion classroom. (4.2.4)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 01/15/26</p> <p>Latest Comment: In the broader scope of the program, this is tied to 4.2.3 Plan for Immersion Grade 2 -- and matrix can be built as we process through whether opening Grade two has viable, sustainable and staffable options. (Iñupiaq Education, 12/30/25)</p>

On Target	District-driven Iñupiaq Language Teacher Recruitment & Development Pathway. (4.3) Owner: Iñupiaq Education, (07/01/24 - 06/30/26)	Off Target	Actively Recruit Iñupiaq Language Teachers. (Add vacancies as a KPI?) (4.3.1) Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 11/25/25 Latest Comment: Vacancies: HMS - 1 position ATQ - 1 position (not critical to fill - small school) KAK - 1 position Filled Positions: PHO - 2 positions (considerations/feasibility study for adding a 3rd) PIZ - 2 positions AIN - 2 positions ATQ - 1 position NUI - 2 positions AKP - 2 positions KAK - 1 position IPK - 4 pullout, 5 immersion, 3 paras HMS - 1 position BHS - 2 positions KLC- 1 position (Iñupiaq Education, 12/30/25)
		Achieved	Secure funding for the Mentor Apprentice Program. (4.3.2) Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 08/10/25 Latest Comment: Done for FY26. (Strategy Admin, 08/10/25)
		On Target	Expand and implement Mentor Apprentice Program. (4.3.4) Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/30/25 Latest Comment: June 2025 intensive complete. Continued implementation with staff into SY25-26. Started MAP with immersion parent group. Planning underway for SU26 MAP intensive. Creating MAP structure to include for-credit options. (Iñupiaq Education, 12/30/25)

Goal 5: Student Wellbeing

5 Facilitate and maintain culturally, emotionally, and physically safe learning environments.

Outcome	Initiative
<div data-bbox="138 383 275 428">On Target</div> <p data-bbox="394 380 989 448">Every space in the District is physically and culturally safe. (5.1)</p> <p data-bbox="394 464 783 483">Owner: Student Services, (07/01/24 - 06/30/26)</p>	<div data-bbox="1066 383 1203 428">Off Target</div> <p data-bbox="1325 383 1602 402">Build the Iluagniq Framework. (5.1.1)</p> <p data-bbox="1325 415 1665 457">Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 01/15/26</p> <p data-bbox="1325 470 1990 532">Latest Comment: Working through the publication of the ILF book first, and then will work from that to develop the Iluagniq Framework and implementation plan within our SEL/BH programming. (Iñupiaq Education, 12/31/25)</p>
	<div data-bbox="1066 613 1203 659">On Target</div> <p data-bbox="1325 613 1976 633">Develop and integrate a school-wide social emotional wellness program (K-12). (5.1.2)</p> <p data-bbox="1325 646 1659 688">Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 01/12/26</p> <p data-bbox="1325 701 1785 721">Latest Comment: Wayfinder is in progress. (Student Services, 01/12/26)</p>
	<div data-bbox="1066 795 1203 841">Not Started</div> <p data-bbox="1325 795 1927 837">Apply Iluagniq Performance Expectations in all schools (including performance expectations). (5.1.3)</p> <p data-bbox="1325 850 1665 893">Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/31/25</p> <p data-bbox="1325 906 1942 967">Latest Comment: Went over iluagniq as a component of the Pauktuutit (Critical Elements). Will continue to weave into programs and initiatives through the remainder of the year. Will build out Iluagniq Framework once ILF is complete/published. (Iñupiaq Education, 12/31/25)</p>
	<div data-bbox="1066 1052 1203 1097">On Target</div> <p data-bbox="1325 1052 1927 1094">Align our terminology and tools for strong MTSS implementation (with focus on behavioral side). (5.1.4)</p> <p data-bbox="1325 1107 1707 1149">Owner: Curriculum & Instruction, (07/01/25 - 06/30/26) Updated as of 11/10/25</p> <p data-bbox="1325 1162 1967 1182">Latest Comment: Need to work on behavioral side or pyramid. (Curriculum & Instruction, 03/06/25)</p>
	<div data-bbox="1066 1250 1203 1295">On Target</div> <p data-bbox="1325 1250 1896 1269">Integrate and model Cultural Safety principles for district leadership. (5.1.5)</p> <p data-bbox="1325 1282 1680 1325">Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p data-bbox="1325 1338 1854 1357">Latest Comment: Not progressed. Summer project. (Superintendent/ CO, 05/12/25)</p>

		Achieved	Implement Crisis Management Plans. (5.1.6) Owner: M& O, (07/01/25 - 06/30/26) Updated as of 11/17/25 Latest Comment: Our team member in Emergency Operations has implemented a Crisis Management Plan by site and has trained each employee and staff on this plan. These CMP are readily available and on walls in schools, cards, and flip charts. Other plans implemented include SSA (School Safety Security Assessment, EEP (Emergency Evacuation Plan), and SRP (School Crisis Response Plan). (M& O, 11/17/25)
		On Target	Develop counseling program and menu for referrals. (5.1.7) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 01/12/26 Latest Comment: Huddle Up counseling is active and there is a referral process in place between schools and the District Social Worker. (Student Services, 01/12/26)
		Achieved	Identify 3-4 Cultural Climate Survey (CCS) metrics. (5.1.8) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 01/12/26 Latest Comment: Update when next survey is released. (Student Services, 01/12/26)
On Target	Development & implementation of Community & School Expectation Agreements. (5.2) Owner: Assistant Superintendent, (07/01/24 - 06/30/26)	On Target	Complete and publish CSEA's at every site for School Year 2025-26. (5.2.1) Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25 Latest Comment: These have been reviewed and updated. (Assistant Superintendent, 12/01/25)
		On Target	Co-create classroom expectations/rules in all classrooms (CHAMPS model). (5.2.2) Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25 Latest Comment: Principals review this through their informal and formal observations. (Assistant Superintendent, 12/01/25)
Off Target	Prioritized and Elevated Student Voice. (DWSC representatives from each site). (5.3) Owner: Executive Assistant to Superintendent, (07/01/24 - 06/30/26) Latest Comment: We are off target with a lack of student interest and are looking into ways to attract students. We are looking at offering elective credits (tbd) and will need to work on what parameters we need to meet in order to offer it. Until we do that, we are promoting leadership in our TSP periods on top of career exploration, etc.. that's involved in TSP. Sustain the DWSC: There are currently no	Off Target	Sustain the DWSC. (5.3.1) Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26) Updated as of 01/07/26
		Off Target	Increase student representation at district-wide meetings. (5.3.2) Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26) Updated as of 01/07/26

<p>students. We will address in Principal cohort meetings to identify students that may be interested. Student reps at meetings: we now have one student that may be interested. We will be meeting with them this week on if she would like to proceed Annual Gathering: with no students interested, this would need to be deferred until May in preparation for the next year if the elective credit goes through. (Strategy Admin, 01/07/26)</p>	<div>Off Target</div> <p>Annual gathering of student leaders. (5.3.3) Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26) Updated as of 01/07/26 Latest Comment: AASG in April. (Strategy Admin, 05/14/25)</p> <div>Off Target</div> <p>Board School Visits: DWSC to help create an invite, schedule and tour guide/plan for Board visits. (5.3.4) Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25 Latest Comment: There have been more visits by board members this year to sites for Townhalls, sports and activities, and community celebrations. (Assistant Superintendent, 12/01/25)</p>
<div>On Target</div> <p>Inter-agency collaboration to support student well-being as defined within MOA's. (5.4) Owner: Student Services, (07/01/24 - 06/30/26)</p>	<div>On Target</div> <p>Coordinate with NSB on clinicians and IBH. (5.4.1) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 01/12/26 Latest Comment: Working with NSB to provide clinicians to schools. Additional support through Huddle Up is in place and working. (Student Services, 01/12/26)</p> <div>On Target</div> <p>Renew MOA with ASNA. (5.4.2) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 01/13/26 Latest Comment: Document (MOA) sent to ASNA for signature (Student Services, 01/13/26)</p> <div>Off Target</div> <p>Renew MOA with Tanana Chiefs. (5.4.3) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 01/15/26 Latest Comment: NSBSD has been reaching out and forwarded to Tanana Chiefs and have been unsuccessful in getting a response. (Strategy Admin, 01/15/26)</p> <div>Achieved</div> <p>Renew MOA with Maniilaq. (5.4.4) Owner: Student Services, (07/01/25 - 06/30/26) Updated as of 11/18/25</p>

Goal 6: Thriving Workforce

6 Build and sustain a thriving workforce aligned with the mission of this District.

Outcome		Initiative	
<div>On Target</div>	Attracting and hiring NSBSD mission and Pedagogy-aligned recruits. (6.1) Owner: Human Resources, (07/01/24 - 06/30/26)	<div>Off Target</div>	Update marketing and recruiting materials to reflect the identity of the district in a compelling way. (6.1.1) Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25 Latest Comment: Working on the Onboarding project (Human Resources, 11/14/25)
		<div>Off Target</div>	Establish new recruitment and retention model. (Develop a Playbook) (6.1.2) Owner: Human Resources, (10/01/24 - 06/30/26) Updated as of 11/14/25 Latest Comment: Submitted Request for Position - Fulltime Recruitment & Certification Manager (Human Resources, 12/16/25)
		<div>On Target</div>	Post job descriptions on other recruiting sites (Indeed & LinkedIn) (6.1.3) Owner: Human Resources, (10/01/24 - 06/30/26) Updated as of 11/14/25 Latest Comment: Indeed on target; LinkedIn access bid to be considered; Additional platforms available but yet to access. (Human Resources, 03/27/25)
		<div>Deferred</div>	Create a cross reference of jobs posted vs. positions budgeted for. (6.1.4) Owner: Human Resources, (10/01/24 - 06/30/26) Updated as of 11/19/25 Latest Comment: Working with Valliant Consulting Group (Human Resources, 11/14/25)
		<div>On Target</div>	Complete a Compensation Study. (6.1.5) Owner: Finance Dept, (01/01/25 - 06/30/26) Updated as of 01/05/26 Latest Comment: Starting the beginning stages in January (Finance Dept, 01/05/26)

		On Target	<p>Train all classified staff on cultural competency (integrate into onboarding of all staff). (6.1.6)</p> <p>Owner: Assistant Superintendent, (07/01/25 - 06/30/26) Updated as of 12/01/25</p> <p>Latest Comment: Designated training has been developed. (Assistant Superintendent, 12/01/25)</p>
		Deferred	<p>Conduct a quarterly review of all positions requiring targeted recruitment. (6.1.7)</p> <p>Owner: Human Resources, (07/01/24 - 06/30/26) Updated as of 11/19/25</p> <p>Latest Comment: Working with Valliant Consulting Group (Human Resources, 11/19/25)</p>
On Target	<p>Developing and retaining qualified, engaged, and committed staff. (6.2)</p> <p>Owner: Human Resources, (07/01/24 - 06/30/26)</p>	On Target	<p>Track HR data analytics and compliance. (6.2.1)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25</p> <p>Latest Comment: Utilizing Tyler to generate reports; still learning how to leverage. (Human Resources, 04/30/25)</p>
		On Target	<p>Continue to offer expedited teacher contracts. (6.2.2)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25</p> <p>Latest Comment: Expedited contracts are being offered. Number of signed contracts vs. number offered varies. (Human Resources, 03/27/25)</p>
		Not Started	<p>Conduct exit interviews (with Supervisor). (6.2.3)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 08/10/25</p>
		On Target	<p>Increase Iñupiaq Ed Department staffing. (6.2.4)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25</p> <p>Latest Comment: Currently have 2 support staff vacancies, but have added 1 instructional specialist to our department. (Iñupiaq Education, 05/13/25)</p>
		On Target	<p>Overhaul and upgrade the onboarding process. (6.2.5)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25</p>

		Achieved	<p>Create retention incentives. (6.2.7)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25</p> <p>Latest Comment: Retention bonuses approved by the Board, offered to all staff. (Human Resources, 11/14/25)</p>
Off Target	<p>Facilitating and increasing staff connectedness, support, and well-being. (6.3)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>	On Target	<p>Conduct cultural in-service for staff (2 per year). (Instructional Team / HR) (6.3.1)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/31/25</p> <p>Latest Comment: SPRING 2026 Locations/Dates Upcoming: PIZ - 2/20/26 HKS, IPK, AIN - 2/21/26 BHS, KLC - 2/28/26 HMS - 3/7/26 AKP - 4/11/26 NUI - 4/17/26 PHO - 4/24/26 (Iñupiaq Education, 12/31/25)</p>
		On Target	<p>Concerted staff appreciation and connection. (6.3.2)</p> <p>Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Staff appreciation at All staff in-service - Veteran appreciation - all staff swag distribution - Regular emails to staff from Superintendent to recognize District improvements - Summer project CO admin develop a weekly calendar for Supe or Asst Supe to reach out to a staff member who is enhancing our mission. Monthly recognition of a team (Superintendent/ CO, 12/18/25)</p>
Off Target	<p>Actively supporting local staff on a career ladder to achieve highly qualified/certificated status. (6.4)</p> <p>Owner: Iñupiaq Education, (07/01/24 - 06/30/26)</p>	Critical	<p>Iļisaurriġuqta! (Let's Become Teachers!) Develop Informational/Recruitment documents in partnership with Iļisaġvik College/UAF. (6.4.1)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/31/25</p> <p>Latest Comment: Continue to work through Iļisaurriġuqta program initiatives - pending Spring 2026 student enrollment to cross reference to our HR staff list for program active staff members. (Iñupiaq Education, 12/31/25)</p>
		Not Started	<p>Maintain support for Iļisaurriġuqta enrolled certification candidates (SOP). (6.4.2)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/31/25</p> <p>Latest Comment: Discussed this task with the Iļisaurriġuqta Program Manager as something they will need to work on. Will follow up with them on timeline for deliverable. (Iñupiaq Education, 12/31/25)</p>
		On Target	<p>Work with Paraprofessionals on options/pathways to acheive Highly Qualified Status (compliance with state requirements). (6.4.3)</p> <p>Owner: Human Resources, (07/01/25 - 06/30/26) Updated as of 11/14/25</p>

Goal 7: Operational Congruence

7 Standardize high-functioning, efficient, student-focused operations.

Outcome		Initiative	
<div>On Target</div> <p>Safe, modern, secure facilities for students and staff. (7.1)</p> <p>Owner: M& O, (07/01/24 - 06/30/26) Updated as of 05/14/25</p>		<div>Achieved</div> <p>Rebuild of Kaveolook School - Complete Phase 1 and move into Phase 2. (7.1.1)</p> <p>Owner: M& O, (07/01/25 - 06/30/26) Updated as of 12/22/25</p> <p>Latest Comment: Phase 1 is completed. Contractor is mobilizing and relocating project manager office so phase 2 can start January 2026. (M& O, 12/18/25)</p>	
		<div>On Target</div> <p>Alak School Renovation - Phase 0 (Design Phase). (7.1.2)</p> <p>Owner: M& O, (06/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: CIPM Project is out to bid with projected started date TBD. (M& O, 12/18/25)</p>	
		<div>On Target</div> <p>CIP: Align the CIP with ongoing immediate needs of the district. Implement the 2025-26 identified/funded projects of the 10-year plan + creating the projects of focus for next school year. (7.1.3)</p> <p>Owner: M& O, (07/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Reorganizing 10-year plan to organize life safety projects as a priority, i.e., video surveillance (with AI), complete card reader access, any and all remaining exit door modifications, and boiler renovations. (M& O, 12/18/25)</p>	
		<div>On Target</div> <p>Housing: Maintain and upgrade all existing housing to meet standards, and increase the availability of housing options. (7.1.4)</p> <p>Owner: M& O, (06/01/25 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Director is working with NSB and on the Employee Housing & Infrastructure Work Group identifying and submitting District housing needs. RFP was issued to the public concerning housing and locations. (M& O, 12/18/25)</p>	
		<div>On Target</div> <p>School Buildings: Ensure buildings and classrooms that reflect the region and identity of the district (welcoming environments for students, community and staff). (7.1.5)</p> <p>Owner: M& O, (07/01/25 - 06/30/26) Updated as of 11/13/25</p>	

		On Target	Food Service: Continue implementation of food service inventory system, menu planning and food selection including native foods. (7.1.6) Owner: M& O, (07/01/25 - 06/30/26) Updated as of 12/18/25 Latest Comment: Interviewing applicant for the District Wide cook position. Purpose will be to bring subsistence food items to the menu. (M& O, 12/18/25)
		On Target	Security: Execute districtwide security upgrades. (7.1.7) Owner: M& O, (07/01/25 - 06/30/26) Updated as of 11/17/25 Latest Comment: IN November 2025, Point Lay, IPK, HMS, BHS have had A-Phones installed at the entries plus electrical front door locks. The secretary desk and principal have the ability to see who is at the from door and buzz the person/s in. Phase 2 will be to install the DETEX door alarms at all exterior doors, minus the front doors, to provide extra security. (M& O, 11/17/25)
On Target	Standardized operational processes and inter-departmental cooperation District-wide. (7.2) Owner: Superintendent/ CO, (07/01/24 - 06/30/26) Updated as of 08/11/25	On Target	Create a congruent timeline and over-arching view of when things are happening (reports due, budgets, evaluations, expense timelines). (7.2.1) Owner: Executive Assistant to Superintendent, (07/01/25 - 06/30/26) Updated as of 08/11/25
		On Target	Conduct a gap analysis in Section 3000 of Board Policies and administrative practice (identify high risk practices). (7.2.2) Owner: Finance Dept, (07/01/25 - 06/30/26) Updated as of 01/05/26 Latest Comment: Have developed and communicated 5 SOPs. (Finance Dept, 01/05/26)
		Off Target	Formalize and standardize SOPs within each department. (7.2.3) Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 03/28/25
		On Target	Continue to refine IED Operations. (7.2.4) Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 11/25/25 Latest Comment: A lot of work and evolution with Department tracking sheet and daily practices. (Iñupiaq Education, 11/25/25)
		On Target	Board Bi-Laws: Review and draft modifications to Bi-Laws to reflect the Board Agreements. (7.2.5) Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25

	<p>Latest Comment: Board meeting confirmed expectations and Agreements. By-laws not amended (Superintendent/ CO, 12/18/25)</p> <p>On Target</p> <p>Board Handbook: Administration to provide initial draft of Board responsibilities. (7.2.6) Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25 Latest Comment: Chelsie and Ahlook to continue drafting in Jan/Feb 26 (Superintendent/ CO, 12/18/25)</p> <p>Achieved</p> <p>SAC Roles: Re-state and clearly define SAC roles and responsibilities. (7.2.7) Owner: Superintendent/ CO, (07/01/25 - 06/30/26) Updated as of 12/18/25 Latest Comment: CSAC Policy passed - training to follow (Superintendent/ CO, 12/18/25)</p>
<p>Off Target</p> <p>Current technology enhancing operations and advancing student outcomes. (7.3) Owner: IT Dept, (07/01/24 - 06/30/26)</p>	<p>Off Target</p> <p>Digitization and automation of District Forms. (7.3.1) Owner: IT Dept, (07/01/25 - 06/30/26) Updated as of 11/24/25 Latest Comment: The IT Department continues to make strong progress on developing standardized SOPs. Several key procedures have already been created— including Office 365 email onboarding/offboarding, Active Directory user creation, and both Windows and macOS laptop imaging workflows. These SOPs have strengthened consistency, improved onboarding efficiency, and reduced errors across the department. While additional SOPs are still needed, some of the remaining items depend on workflows owned by other departments. For example, the Tyler School ERP cloud migration and the new employee onboarding process—both led by HR—must be finalized before related IT procedures can be completed. Despite these external dependencies, the project remains on target, and foundational SOPs are already in place and actively used. (IT Dept, 11/24/25)</p> <p>On Target</p> <p>Initiate Cybersecurity / MFA . (7.3.2) Owner: IT Dept, (07/01/25 - 06/30/26) Updated as of 11/24/25 Latest Comment: This initiative remains on target. The proposal and scope of work for MFA and cybersecurity modernization are already completed, and planning is underway for implementation. The target rollout is the second semester, after the holiday break, to avoid disruption during the busy start of the school year and to ensure staff are settled before introducing new security requirements. The remaining item is to finalize the communication strategy with Administration—specifically how we will inform staff about using Microsoft Authenticator on their personal devices. Clear messaging will help address concerns and emphasize that MFA is essential for protecting their accounts and district systems. Once communication is approved, IT will proceed with the pilot group, training, and full deployment throughout the spring. (IT Dept, 11/24/25)</p> <p>On Target</p> <p>Assess the current state of ed tech and the purposeful use of technology in classrooms to enhance student learning. (IT & Instructional Team) (7.3.3) Owner: IT Dept, (07/01/25 - 06/30/26) Updated as of 11/24/25</p>

		<p>Latest Comment: Survey to be developed and implemented next school year. (IT Dept, 05/06/25)</p> <p>Critical</p> <p>Executing new IVALU app for language acquisition and assessment. (7.3.4)</p> <p>Owner: Iñupiaq Education, (07/01/25 - 06/30/26) Updated as of 12/31/25</p> <p>Latest Comment: On-going BETA testing being done with the IVALU app. Updates will need to continue with current software programmer. App software code will need to be completely rewritten and redone within the next year to make it a viable app for continued use within the Iñupiaq Language Program for proper practice, assessments, and usability by students. (Iñupiaq Education, 12/31/25)</p>
<p>Not Started</p> <p>Stable and reliable local contribution funding that accounts for inflation and the changing needs of our students & community. (7.4)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>		<p>Not Started</p> <p>Explore prospect of multi-year proposals with NSB. (7.4.1)</p> <p>Owner: Finance Dept, (01/01/26 - 06/30/26)</p>
<p>On Target</p> <p>Diversified funding outside of State & Federal revenue sources. (7.5)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26)</p>		<p>On Target</p> <p>Explore / unlock federal and local funds/partnerships with cities including NPRA funding. (7.5.1)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Local government partnerships with Ulguniq and Nuiqsut for after school rec. Discussions with Ulguniq about gym build. (Superintendent/ CO, 12/18/25)</p> <p>On Target</p> <p>Grants Management: Establish a clear grants management system that ensures all instructional grant funds are aligned to the four corners, strengthens compliance, and prioritizes expansion-focused funding efforts. (7.5.2)</p> <p>Owner: Superintendent/ CO, (07/01/24 - 06/30/26) Updated as of 12/18/25</p> <p>Latest Comment: Federal grants manager appointed and new SOPs in place regarding grant application and management. (Superintendent/ CO, 12/18/25)</p> <p>On Target</p> <p>Grant Submission: Ensure all grant applications and reports are submitted on time. (7.5.3)</p> <p>Owner: Assistant Superintendent, (07/01/24 - 06/30/26) Updated as of 11/12/25</p> <p>Latest Comment: Title VI-B/619 go through Student Services. ESEA & Title Grants 1-4 go through Grants Management/Federal Programs. (Strategy Admin, 05/01/25)</p>