



NORTH SLOPE BOROUGH SCHOOL DISTRICT

2020-25 STRATEGIC PLAN

Draft for Board Approval as of September 5, 2020

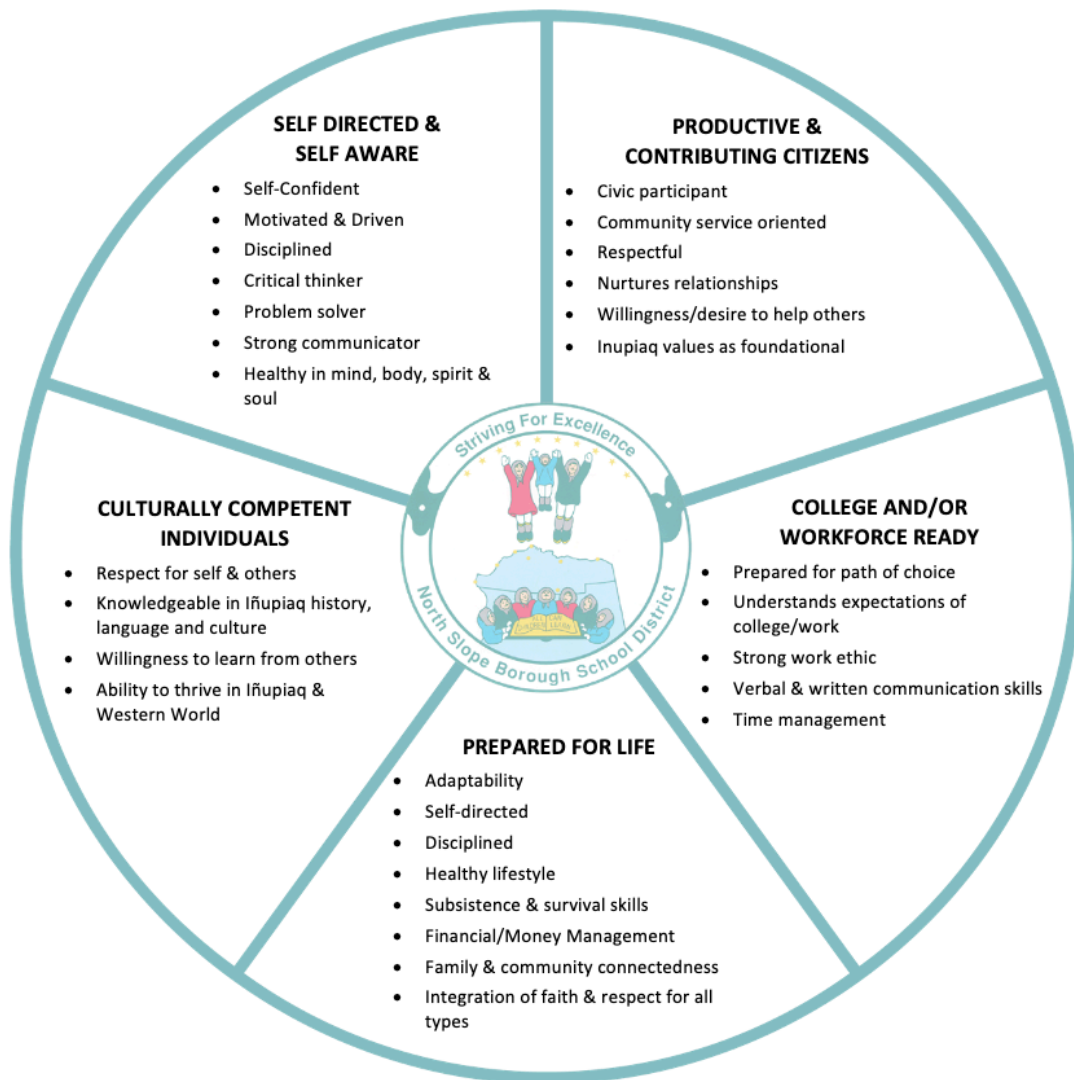
NSBSD 2020-25 STRATEGIC PLAN

MISSION STATEMENT – OUR CORE PURPOSE

Learning in our schools is rooted in the values, history and language of the Iñupiat. Our priority, purpose and responsibility is to partner with families and community to provide high-quality education resulting in students that are...

- Critical and creative thinkers able to adapt in a changing environment and world;
- Active, responsible, contributing members of their communities; and
- Confident, healthy young adults, able to envision, plan and **take control of their destiny.**

PORTRAIT OF A GRADUATE – OUR GRADUATES WILL BE...



IÑUPIAQ VALUES – HOW WE WILL BEHAVE

- Compassion
- Avoidance 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

STRATEGIC GOALS & DISTRICT OBJECTIVES

(Board priority objectives for School Year 2020-21 are called out in red font)

1 STUDENT SUCCESS: All students will reach their intellectual potential and achieve academic success through integrating Iñupiaq knowledge systems into the core content areas and focusing on the development of the Whole Child.

- 1.1 **ACADEMIC ACHIEVEMENT:** Ensure all students show growth in academic areas measured by authentic assessment where possible and state and district standards where necessary.
- 1.2 **ATTENDANCE:** Cultivate an environment where attendance is valued, encouraged, and supported and implement a culturally integrated calendar that is aligned across the district to increase attendance and expand options for students.
- 1.3 **EARLY CHILDHOOD SUCCESS:** Support all students to read at grade level by the end of third grade.
- 1.4 **IÑUPIAQ LANGUAGE & CULTURE:** Implement language and culture programs to revitalize the Inupiaq language.
- 1.5 **MULTIPLE PATHWAYS:** Implement career learning and alternative programs expanding educational opportunities that connect students to careers and providing multiple pathways to graduation based on student needs and interests.
- 1.6 **PLACE-BASED LEARNING:** Implement place-based units across academic subjects including life-skills, connection to the land and experiential learning in the field.
- 1.7 **STUDENT WELL-BEING:** Support the physical, nutritional, mental, and social-emotional health of all students.

2 COMMUNITY ENGAGEMENT: Foster collective responsibility, commitment and trust between the school and community.

- 2.1 **COMMUNICATION:** Advance on-going 2-way communication, participation and interaction *within* the school and *between* the school and community, building the bridge of trust.
- 2.2 **COMMUNITY IN THE SCHOOL:** Include Elders, parents and community members in school academics and activities and utilize community resources and expertise in learning.
- 2.3 **SAC:** Evolve the role of the School Advisory Council (SAC) as community leaders and advocates for education.
- 2.4 **STUDENTS & STAFF IN COMMUNITY:** Facilitate staff involvement in community and village events and integrate student community projects into unit development to foster the spirit of volunteerism.

3 STAFF SUCCESS: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

- 3.1 **HIRING & RECRUITING:** Improve the hiring and onboarding process for all employees.
- 3.2 **HOMEGROWN WORKFORCE:** Support the systems that inspire, develop and recruit local/homegrown teachers, administrators and staff.
- 3.3 **RETENTION:** Support and retain quality teachers, administrators and staff.
- 3.4 **STAFF CULTURAL INTEGRATION:** Provide cultural training and hands-on experiences for teachers and Principals to enhance cultural understanding and integration.

4 FINANCIAL & OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

- 4.1 **FACILITIES:** Establish safe, modern and high-performing learning facilities.
- 4.2 **FINANCIAL STEWARDSHIP:** Ensure financial management based on what is best for our students.
- 4.3 **LEARNING ENVIRONMENT & SUPPORTS:** Create student-centered schools incorporating culture beyond curriculum into all aspects of our work including facilities and operations.
- 4.4 **ORGANIZATIONAL EFFECTIVENESS:** Structure the organization to operate with efficiency and better serve our students.
- 4.5 **TECHNOLOGY:** Leverage technology as a tool to facilitate learning, communication and collaboration.