



North Slope Borough School District
Strategic plan update
Proposal

I. Executive Summary

The North Slope Borough School District (NSBSD) would like to engage a consulting organization to support them in developing a shared vision and updated strategic plan. Additionally, in support of the updated strategic plan the NSBSD would like to create an organizational structure that is designed to get results outlined by the new strategic plan. Lastly, this structure would heavily depend on leadership development, learning and collaboration. The objectives of the engagement would be as follows:

1. Bring together all relevant stakeholders in a process that allows them to develop a shared vision, strategy and supporting organization structure.
2. Work to develop a team learning approach in order to implement the necessary changes required, break down organizational silos, and ensure that the NSBSD can grow and adapt into the future.
3. Assess progress on the existing strategic plan and make any necessary updates.
4. Work together to identify clear community based success metrics for the NSBSD overall.
5. Support the organization through coaching and implementation to ensure accountability for results.
6. Build a sense of community, commitment and trust with the participants that allows the organization to move into the future with shared vision, priorities and a newly developed way of working that supports collaboration.

Problem Statements: The why

1. It is time for a strategic plan update and this is a checkpoint along the journey of the current strategic plan.
2. Current structure is designed to encourage a silo mentality.
3. Current structure and processes do not provide clarity about authority and decision making.
4. Basic tasks and functions fall through the cracks and are unresolved after it is too late with potential legal liabilities.
5. Many layers of management are ineffective for the current organizational needs.
6. Results in strategic implementation are lagging years behind schedule.
7. Pending budget reductions will force the District to be more flexible, collaborative and adaptive in order to be effective with future resources.
8. The current culture and behavior have built up strong defensive routines over many years of leadership changes.



This proposal outlines our methodology and approach in supporting the NSBSD in building a vision with an organization that takes the whole system into account and is designed to get results.

II. Consulting Objectives

- Design and facilitate a two-day kick-off summit to work with NSBSD leadership, staff, board and stakeholders to create a vision, priorities, and a supporting organization design.
- In partnership with leadership, design a summer learning program that accomplishes change and implementation goals required for the next school year.
- Facilitate the creation of an organization learning and implementation group to serve as a process feedback loop and increase accountability.
- Coaching for the learning and implementation groups.
- Individual leader coaching, as necessary, during design, implementation and reflection.
- In the fall of 2019, regroup the district for a one-day calibration and implementation session to highlight the work of each individual and their learning groups.

III. Methodology

Jered Stewart and Nicholas Krump will work closely with a design committee to develop the two-day summit. Additionally, consultants will work to develop a data driven discovery process to guide the appropriate conversations and inform the intervention process. As we go through various phases of the consulting engagement, we will work with the team to develop appropriate interventions to support the district in achieving the objectives of this engagement. The process will be as follows.

1. Discovery and design through a survey and a selection of interviews.
2. Summit design committee to develop the agenda and objectives of the initial April kick-off and visioning summit.
3. Select a vertical team to work with us on implementation. This could be the design committee.
4. Select a larger team to be a learning group for calibration, meeting on a regular cadence facilitated by the consultants for six months.
5. In October 2019, conduct a one day, face-to-face workshop to calibrate and implement learnings.

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Project Cost:

<i>Item</i>	<i>Description of Services</i>	<i>Cost</i>
<i>Deliverable 1</i>	<i>Discovery work, summit design, visioning and design summit facilitation with two consultants, includes vertical team and learning and implementation group set-up</i>	<i>\$24,000</i>
<i>Deliverable 2</i>	<i>Monthly coaching and implementation support to work with the vertical implementation team and the larger systems learning group. \$6,000 per month one consultant's time from May - Sept 2019.</i>	<i>\$30,000</i>
<i>Deliverable 3</i>	<i>Documentation included in monthly billing and summit</i>	<i>included</i>
<i>Deliverable 4</i>	<i>One day, whole system calibration gathering - one consultant</i>	<i>\$5,000</i>
<i>Travel and lodging</i>	<i>at cost paid for and booked by the client - Estimate provided</i>	<i>TBD paid and booked by client</i>
	<i>Total Fees</i>	<i>\$59,000</i>

IV. Timing

- March to October 2019.

V. Accountabilities

Our accountability includes:

- Adherence to agreed-upon deadlines.
- All administrative and office costs.
- Prioritization of client for timely and reasonable availability for coaching or support throughout length of contract.

Your accountability includes:

- Access to key individuals on mutually convenient dates.
- Advance calendaring to support timely completion of project.
- Provision of all information related to the project.
- All logistics and material printing expenses associated with workshops.
- Lodging and transportation for participants.
- Payment in conformance with terms below.
- Client will oversee scheduling logistics required for all workshops and meetings.

Joint Accountabilities include:

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- We will notify each other of anything we learn that may affect the success of the project.
- We will respect each other's confidentiality and proprietary materials and approaches.
- We will reasonably accommodate unforeseen events and other priorities as they may occur.
- In the event of conflict, we will first bring up the issue of concern to the other party in a direct and timely way for the purpose of resolution. If unsuccessful, we will seek a qualified, neutral mediator who will mediate the dispute. If not successful, we will seek a qualified, neutral arbiter to arbitrate the dispute.

VI. Terms and Conditions

Fees:

- Project fees will be \$59,000.00

Payment Terms:

1. The North Slope Borough School District agrees to pay the fees as outlined in the above table for the engagement.
2. Billing will be done according to the below schedule.

Billing schedule:

Item	Amount and date
Deliverable 1 - Kick-off summit and set up	\$24,000 upon contract signature
Deliverable 2 - Implementation coaching and support for 6 months	\$6,000 a month for 5 months billed on the first of the month starting May 1
Deliverable 3 - Documentation and reporting	Included
Deliverable 4 - Calibration gathering	\$5,000 billed upon conclusion of workshop



VII. Acceptance

We accept the proposal above.

For Cultureflo Consulting LLC:

For the Client:

Jered Stewart

NSBSD Rep.:

Principal Consultant

Title: _____

Date: _____

Date: _____

Consultants' Background:

Nicholas Krump, M.S. is a former public school teacher, administrator for Teach For America, and Phoenix Elementary School Board Member. Currently, he spends his professional time supporting clients engaged in organizational culture, behavior, and effectiveness work.

Jered Stewart, M.S. is an Inupiat tribe member from Utqiagvik, Alaska. He has been working with North Slope organizations for over 20 years in solving complex organization challenges, developing high performing teams, and creating vision and strategies. He is familiar with all the structures, communities, tribes, and entities that make up the North Slope landscape and has been helping these organizations better work together, as well as improve their own internal operations.