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<h2>Winter Retreat Outcomes</h2>	<ul style="list-style-type: none">• Commitment to Board Agreements• Understanding of Strategic Plan and Implementation Process• Clarity around Mid-Year Progress and Where we are Today• Strategic Topics Dialogue
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Strategic Topics to Address

- **School Calendar:** How would the Board like to take this to the community?
- **Policy:** Do we want to embed the ILF (Language & CBU's) into policy?
- **Language:** Should language to be compulsory through high school? (not elective)
- **Graduation Requirements:** Do we want to change graduation requirements to reflect language credits required to graduate?
- **Security:** Do we want to move forward with the approved security enhancements at all schools?

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Decisions Made

- **School Calendar:** Board support to take the calendar conversation to the community (with data to show justification and value as to why this is important).
- **Make-up Work Policy:** Students provided 2 weeks to complete their makeup work (vs. 3 days stated in the Handbook). We believe this is in the best interest of the child.
- **Instructional Time/Minutes:** Policy to state that schools will meet or exceed State minimum requirements for instructional minutes and, more importantly, address the specific needs of students.
- **Embedding Language & CBU's into Policy:** *Culture embedded throughout the curriculum; not just language*. Consensus to move forward with drafting a policy for the Board to consider at another meeting.
 - *Action:* Administration to develop a draft and FAQ's document related to potential concerns, etc.
- **Move forward with Security Enhancements** and explain in detail to ensure community understanding and the true meaning/value of this.
 - *Action:* CO to draft up Guidelines for Board discussion as well as protocol for any community who elects against it.
 - (TBD) Board Policy to install in ALL schools (regardless of a community who elects against it) so that it is available at all sites and for future.

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Other Key Takeaways

Where we put effort, we see growth.

- **Goal: 60% Students to be in green (proficiency) by 2028-29.**
- The increase in students with **heightened academic and social-emotional needs** is exacerbated by a nationwide teacher shortage and insufficient behavioral health support.
- **Behavioral services and support for our students is insufficient on the North Slope**, this is a regional issue.
- Competing with the **Borough's compensation / pay raise is a real challenge** to keep pace with paraprofessionals we have.
- **Shifting from a fear of data to embracing data** as a treasure trove we have on each of our students to target interventions and help them improve.
- **Students need to be in school to achieve average yearly growth.** 40% of NSBSD students are absent before and after Christmas break (5-6 weeks of learning loss).

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Follow-up Actions



Winter Board Retreat

Item	Follow-Up Action	Who
Board Handbook	Administration to provide initial draft of Board responsibilities, etc.	Administration
Board Social Media Policy	Administration to provide initial draft (based on current staff policy).	Administration
SAC Roles	Clarify and re-state/define SAC roles and responsibilities/roles.	Administration
Board School Visits	DWSC to help create an invite, schedule and tour guide/plan for Board visits.	DWSC / Administration
Social Emotional Wellbeing	Dedicated work session in February.	Board
Student Presentations	Make student presentations something we start Board retreats with every time.	Administration/DWSC
Calendar Data & Info Pack	Begin informed dialogue.	Administration to Draft
Pay Scale Analysis	Blake to work with Megan to produce a comparison for NSBSD v NSB Maintenance or Public Works, and competitive salaries for tradespeople, cooks, bus drivers, etc.	Blake & Megan
New Board Member Onboarding	Share 10-year plan, 5-Year Strategic Plan Detail, etc.	Board
Embedding Language & CBU's into Policy	Move forward with drafting a policy for the Board to consider at another meeting. Administration to develop a draft and FAQ's document related to potential concerns, etc.	Administration
Language / Policy	Develop a draft that reflects the Board's mission and community's intent to have language revitalized.	Administration
Security Enhancements	CO to draft up Guidelines for Board discussion as well as protocol for any community who elects against it.	CO

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Parking Lot

- Conduct an **area-wide survey** to inform OJT/career exploration opportunities; common themes of jobs available and needs in the community.
- Consider adding a **compulsory “Journey into Career”** requirement.
- Explore **options to solve the gap in CTE teaching areas** (Ex: Bringing in contractors on a small contract in villages).
- Bring ANSEP on Slope this coming year. **Looking to setup an ANSEP Academy.**
- Making sure that we are not **duplicating and multiplying services.**
- **Summer School...** *what do we want to do here?*
- Alternative options for **teacher PD day** (ex: from Wed afternoon to Monday morning).

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Board Agreements

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Our Role as a Board & Agreements

Our Role as a Board (in our meetings)

We are the elected governance body and **ambassadors** for the North Slope Borough School District. Our role is to set the **direction** and **govern/oversee** accountability of the District. We have responsibility to **advocate and act on behalf** for our students, **be the voice for all villages across** our community, and support the administration where its' action support the **mission and vision of the District**.

Our Working Agreements (We are committed to...)

- **Being in person is preferred.** If we can't show up in person, we are engaged and stay active. We start on time and show up on time. Two meetings at minimum in the villages.
- **Support for the administration** in alignment with the District's mission & vision.
- **Acting as a whole Board.**
- Representing **each and every student in every school.**
- **Following the process when receiving complaints from students, staff and community members** while also informing the Board President & Superintendent.
- **Being role models for our youth.** We have a public presence; our youth, community and partners are paying attention. "What are we doing for the youth?"

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Next Steps

1. **Strategic Plan Implementation and Reporting** (Directors) (Monthly)
2. **Strategic Plan End-of-Year Report** (to include quantitative data) (June-July)
3. **Summer Board Retreat:** SY2025 End-of-Year Review/Reflection & Focus for SY2026. (Date TBD)

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Project Schedule

Jan-June 2025

FY2024-25 January-June 2025	Approach	Date
Winter Board Retreat Follow-up		
Refine Retreat Summary & Board Agreements	OnStrategy	January
Recap at February Board Meeting		Feb 17th
Strategic Plan Implementation		
Confirm Success Indicators + Data Reporting (Scorecard)	OnStrategy w/Directors	February
Director Meetings/Strategy Review & Focus	All Directors	Jan-June Ongoing
FY2024-25 EOY Report	OnStrategy w/Directors	May-June
FY25-26 Annual Plan Refresh (FY26 Initiatives)		
Close out FY25 and set FY26 Initiatives	OnStrategy w/Directors	April-June
Additional Activities / Support		
Principal / Director Agreements	Principals + Directors	Feb
Instructional Team (1/2-Day Workshop)	Instructional Team	TBD
Additional Special Projects / Support	OnStrategy Support	TBD
Summer Board Retreat		TBD