



NORTH SLOPE BOROUGH SCHOOL DISTRICT - FY2025-2029 5-YEAR STRATEGIC PLAN (FY2025 IMPLEMENTATION)

OnStrategy is pleased to submit the following proposal to the North Slope Borough School District to facilitate the implementation of the new 5-year Strategic Plan (FY2025-2029). Specifically, this estimate includes the following work for the period of **January 1-June 30, 2025**.

Expected Outcomes

As part of continued efforts started at previous retreats in 2022 and 2023, OnStrategy will work with the Board and Planning Team to establish the direction and governance of the North Slope Borough School District. Outcomes to include:

- FY2024-FY25 Annual Plan and implementation management.
- Tools, practice, and governance to embed the Strategic Plan.
- FY2025-FY26 Annual Plan refresh.

Engagement Approach

Implement and Embed the Strategic Plan (FY2024/25)

- **Support the Execution Cycle:** Facilitate the implementation process with regular check-ins at both the Department and District levels, conducting strategy reviews to ensure alignment, collaboration, and accountability.
- **End-of-Year Report:** Support the Bi-Annual Reporting process to ensure the Board and other Key Stakeholders stay informed on the progress of the plan and success indicators.
- **Plan Refresh:** Facilitate the refresh of annual priorities and focus for the FY2025/26 school year.
- **Other Activities:** Support additional activities and facilitated workshops as relevant to support the District and its Strategic Planning efforts.



Project Schedule

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) <ul style="list-style-type: none"> Confirming measurable indicators per outcome FY25 Annual Targets Ownership (KPI reporting) 	OnStrategy w/Directors	February
Director Meetings/Strategy Review & Focus <ul style="list-style-type: none"> Progress to Date / Areas of Attention Strategic Topics (Running Strategic Agenda) 	All Directors (OnStrategy supported)	Jan-June Ongoing
FY2024-25 EOY Report <ul style="list-style-type: none"> End-of-Year (status of initiatives + KPI Scorecard/Quant Measures) 	OnStrategy w/Directors	May-June
FY25-26 Annual Plan Refresh (FY26 Initiatives)		
Close out FY25 and set FY26 Initiatives	OnStrategy w/Directors (OnStrategy facilitated)	April-June
Additional Activities / Support		
Principal / Director Agreements	Principals + Directors OnStrategy Facilitated (Virtual)	TBD
Instructional Team (1/2-Day Workshop)	Instructional Arm of Org (Directors + Team) OnStrategy Facilitated	TBD
IED Curriculum Design & Vision		TBD
Additional Special Projects / Support	OnStrategy support as needed	TBD



Engagement Assumptions

- **OnStrategy Responsibilities:** The OnStrategy Team is responsible for completing the development of the Strategic Plan documents/presentation, building and managing the project plan, preparing the remote session approach and materials, facilitating all sessions and trainings, and preparing all reporting.
- **Customer Responsibilities:** The NSBSD Team is responsible for coordinating session participants, scheduling sessions, pulling together existing data, and completing actions as determined from any meetings.
- **Director Sessions:** Sessions are tentatively planned to be remote, but if onsite sessions are necessary, travel expenses would be billed within the monthly cost.
- **Project Timeframe:** The project is scheduled to run from January 2025 through June 2025.
- **Deliverables:** All deliverables listed in the Engagement Approach will be produced by OnStrategy.
- **Exclusions:** This contract does not include any support/facilitation services for the Summer Board Retreat nor Madison AI.

Fees

Fees include all services as outlined above. Should the nature of the engagement exceed or expand beyond the planning approach as outlined above, a new scope will be drafted for the extension of work.

OnStrategy Services	Cost (USD)	Billing Terms
FY2024-25 - Implement and Embed the Strategy Plan (including special projects/support)	\$49,500	Billed monthly in up to 5 increments. Due net 30.
Total (Not-to-Exceed Fees)	\$49,500	

Contract Terms

Invoicing/Payments: Billing terms noted above. All amounts are in US Dollars.

Contract Expiration: Contract expires 90 days from the contract date if not signed.

Project Timeframe: Services to run from January 2025 through June 2025.

Cancellation of Services: If the client wishes to terminate the contract before completion of services, OnStrategy requires a 30-day written notice of such cancellation. Client agrees to pay all fees and expenses associated with services provided until cancellation.




Authorization

Entire Contract: This Contract, including the exhibits hereto, represents the entire agreement between the parties hereto and supersedes all prior and contemporaneous written or oral agreements and all other communications between the parties relating to the Services to be rendered hereunder. Any additions, deletions or modifications shall not be binding on either party unless accepted and approved in writing by duly authorized representatives of both parties. In the event of any contradictory provisions between this Contract and the terms of any agreements, exhibits, attachments or schedules hereto or any purchase order or other documents issued by the Client or OnStrategy in connection herewith, the terms set forth in the body of this Contract shall prevail.

Client:
North Slope Borough School District

Provider:
OnStrategy

Signed: _____

 _____

Print: _____

Erica Olsen _____

Title: _____

CEO/Co-Founder _____

Date: _____

January 20, 2025 _____

ADDENDUM PROFESSIONAL SERVICES AGREEMENT

WHEREAS, the Client wishes to obtain professional services from OnStrategy,
WHEREAS, OnStrategy has the knowledge, skill, and capability to perform such services for the Client,
THEREFORE, in consideration of the foregoing, the parties intend to be legally bound, hereby agree to the following:

Services.

OnStrategy is hereby retained by Client, and OnStrategy agrees to provide the services set forth in the Facilitation Services Contract to which this is attached and incorporated herein. Services shall be performed in accordance with the timeline set forth in the Facilitation Services Contract – Engagement Approach, or any supplemental schedule prepared by OnStrategy and agreed to in writing by an authorized representative of the Client.

Service Requirements.

The Services delivered hereunder shall conform in all material respects to the specifications set forth in the Facilitation Services Contract, Expected Outcomes and/or Engagement Approach, and any other requirements agreed upon by the parties in writing. OnStrategy agrees to use sound and professional principles and practices in accordance with normally accepted industry standards in rendering Services hereunder, and OnStrategy further agrees that performance shall reflect the best professional knowledge, skill, and judgment. OnStrategy shall furnish competent personnel for fulfillment of its obligations. If the Client deems OnStrategy personnel unsatisfactory to perform Services due to a failure by such personnel to comply with the terms and conditions imposed on OnStrategy as set forth herein, such personnel shall be removed promptly.



Delivery of Services.

OnStrategy reserves the right to modify the method of service delivery in the event of unforeseen circumstances that prevent travel for in-person delivery or unnecessarily puts the health or safety of the OnStrategy staff or Client participants at risk.

Service Delay.

Client shall promptly notify OnStrategy if there is any unforeseen problem that is likely to cause a material delay or difficulty in OnStrategy's ability to provide the Services and/or achieving any objectives of the Facilitation Services Contract.

Nature of Services.

Work Product. Any and all reports, documentation, files, media and other materials created or produced by OnStrategy in connection with the Services rendered hereunder shall be deemed "Work Product."

Work Made for Hire. The Work Product shall constitute works-made-for-hire belonging exclusively to the Client. To the extent that any Work Product does not constitute a work-made-for-hire owned by the Client, OnStrategy agrees to assign and transfer all of its right, title and interest in such Work Product to the Client. The Client retains the right to modify the Work Product or to merge the Work Product into other documents or other materials owned or utilized by the Client.

OnStrategy Proprietary Material. Client does not under this Agreement acquire any ownership rights in and/or to any software, documentation, tools, techniques, methodologies or other material which has not or is not created as part of the Services to be rendered hereunder which is proprietary to OnStrategy ("Service Provider Proprietary Material"). However, if OnStrategy incorporates any Service Provider Proprietary Material into any Work Product, or any of the Work Product requires Service Provider Proprietary Material in order to operate or otherwise be usable by the Client, OnStrategy hereby grants the Client a nonexclusive, royalty free, fully paid, perpetual, irrevocable license to use the OnStrategy Proprietary Material as part of the Work Product.

Third Party Proprietary Material. The Client does not under this Agreement acquire any ownership rights in and/or to any software, documentation, tools, techniques, methodologies or other material that is proprietary to any third party ("Third Party Proprietary Material"). The Client shall be responsible for obtaining any necessary licenses for Third-Party Proprietary Material. OnStrategy may not incorporate any Third-Party Proprietary Material into the Work Product without the prior written consent of the Client.

Change Orders.

The Client may request changes that affect the scope of the Services relating to the Facilitation Services Contract including change to any deliverables. OnStrategy will accept non-material changes, but all other changes shall occur via a change order signed by the Parties. If any change(s) impacts the cost to OnStrategy for providing the Services or Deliverables or time required to perform its Services, Parties shall negotiate in good faith a reasonable adjustment to applicable fees, time schedule and/or milestones.

Counterparts.

This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original, and such counterparts will together constitute the same instrument.

Severability.

The provisions of this Agreement shall be deemed severable, and if any portion shall be held invalid, illegal or unenforceable for any reason, the remainder of this Agreement shall be effective and binding upon the parties, unless to do so would clearly violate the present legal and valid intention of the parties hereto.

Remedies.

Pursuit by either party of any remedies described herein, or otherwise available at law or inequity, shall not preclude pursuit by that party of any other remedy or remedies provided herein or otherwise available at law or in equity. All remedies, rights, undertakings, obligations and agreements shall be cumulative and none of them shall be in limitation of any other remedy, right, undertaking, obligation or agreement of either party.