

NSBSD: SEPTEMBER BOARD RETREAT – PLANNING WORKSHEET

MISSION: WHY DO WE EXIST?

Current Statement: Learning in our schools is rooted in the values, history and language of the Iñupiat. Students develop the academic and cultural skills and knowledge to be:

- 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.

Draft Statements: *Which statement best reflects why we exist, what is our core mission & purpose?*

1. We are responsible for serving our students & community by providing an excellent/high-quality education for every student, every day.
2. Ensure our students are provided with maximum learning opportunities by *breaking trail* with families and communities as one.
3. **Our priority, purpose and responsibility is to provide high-quality education that ensures our students are prepared to take control of their destiny.** (*Nov Retreat Board Decision/Proposed)

VISION: WHAT DOES SUCCESS LOOK LIKE?

Current Statement: Our students graduate prepared and qualified to excel as productive citizens, able to integrate Iñupiaq knowledge and values with Western ways. Our curriculum and instruction are place and culture-based. Attendance rate is above average. Our parents, students and community members are committed to education and meaningfully engaged. More of our teachers are our own graduates and speak Iñupiaq. Our schools reflect who we are as people.

Portrait of a Graduate – *What are the key themes that resonate with you? Why?*

SELF DIRECTED & SELF AWARE	PRODUCTIVE & CONTRIBUTING CITIZENS	COLLEGE AND/OR WORKFORCE READY	PREPARED FOR LIFE	CULTURALLY COMPETENT INDIVIDUALS
<ul style="list-style-type: none"> • Self-Confident • Self-Reliant • Sense of Direction • Motivated & Driven • Disciplined • Life-long learner • Critical thinker • Problem solver • Communication skills • Adaptable • Healthy in mind, body, spirit and soul 	<ul style="list-style-type: none"> • Community Service Oriented • Civic participant • Mentor/Teacher • Nurtures Relationships; Bridges Connections • Willingness & desire to help others • Honest • Respectful • Integrity • Sense of pride in home • Inupiaq values as foundational • Future Leaders 	<ul style="list-style-type: none"> • Aware of multiple pathways • Prepared for path of choice • Understands expectations of college/work • Competent/well educated • Collaborative/Team player • Strong work ethic • Creative • Workforce readiness • Communication skills • Listening skills • Tech skills/Digital citizenship • Self-regulation & prioritization • Time management • Asks questions 	<ul style="list-style-type: none"> • Life Skills • Financial/Money Management • Adaptability • Subsistence & survival skills • Problem solving skills • Communication skills • Self-directed • Disciplined • Healthy lifestyle • Family & community connectedness • Integration of Faith and respect for all types 	<ul style="list-style-type: none"> • Open-Minded • Empathetic • Respect for self & others • Honors all cultures • Ability to bridge cultures/ethics • Knowledgeable in Iñupiaq history, language and culture • Foundation in Iñupiaq Values • Spirituality • Willingness to teach others • Willingness to learn from others • Ability to thrive in Iñupiaq & Western World

Gamechangers: *What are three game changers that would make this a reality for ALL NSBSD students?*

1. Home Grown Workforce (Teachers & Principals)
2. Early Childhood Education/Reading by Grade 3
3. Parent & Community Involvement (Parents nurturing students)

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

Strategic Topics: What are the strategic topics to address and integrate into the plan?	
Impacts of Covid:	
Safety	What are we doing differently to ensure the safety of our students and staff? (ex: 2 days of school)
SEL	How are we meeting and addressing the social emotional needs of our students during this time?
Lost Instruction	What must we do (or shift) in order to address the learning gap and incorporate targeted instruction?
Successful Schooling	Creating successful schooling for our students (specifically at Nuiqsut) looks like.... what?
Inupiaq Language & Culture	What needs to be addressed/resourced within the <u>Inupiaq Learning program</u> in order for our students to be “rooted in Inupiaq language & culture?”

Performance Measures: How will we measure Student Success?	
<ul style="list-style-type: none"> Attendance Rate Graduation Rate Dropout rate Academic Achievement Achievement Gap 	<ul style="list-style-type: none"> 3rd Grade Literacy 9th Grade On-Track School Climate Career & Tech Ed Concentrators

Board Priority this year?	DISTRICT OBJECTIVES: What must we do to achieve Student Success?	FOCUS FOR SY20/21: How will we achieve the objectives and are efforts aligned to budget? (Note budget implications)
Y/N	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.	<ul style="list-style-type: none"> Pilot Individual Learning Plans. Set policy on class size. Explore doing more with GT program.
	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.	<ul style="list-style-type: none"> Develop Attendance Recognition Program in partnership with the community.
	1.3 Early Childhood Success: Support all students to read at grade level by the end of third grade.	<ul style="list-style-type: none"> Emphasis on K3/K4 Reading and early childhood social and academic success.
	1.4 Inupiaq Language & Culture: Implement language and culture programs to revitalize the Inupiaq language.	<ul style="list-style-type: none"> Establish the K3/K4 Language & Culture Immersion Program.
	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.	<ul style="list-style-type: none"> Increased investment in CTE and Alternative Programming.
	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.	<ul style="list-style-type: none"> Increase the number of ILT’s and support. Provide cultural learning opportunities in all subjects.
	1.7 Student Well-Being: Support the physical, nutritional, mental, and social-emotional health of all students.	<ul style="list-style-type: none"> Improve the quality of food for students. Increase emphasis on Bullying (student led campaigns, PD, etc.) Provide Mental Health PD for Staff. Bring awareness to PBIS to improve student discipline.

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

Strategic Topics: What are the strategic topics to address and integrate into the plan?

Performance Measures: How will we measure success for Community Engagement?

<ul style="list-style-type: none"> • Communications Plan • Parent Involvement 	<ul style="list-style-type: none"> • Student Volunteerism/Community Service • SAC Empowered (helping to create school success)
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Board Priority this year?	DISTRICT OBJECTIVES: <u>What must we do to achieve Community Engagement?</u>	FOCUS FOR SY20/21: <u>How will we achieve the objectives and are efforts aligned to budget?</u> (Note budget implications)
	2.1 COMMUNICATION: Advance on-going 2-way communication, participation and interaction <i>within</i> the school and <i>between</i> the school and community, building the bridge of trust.	<ul style="list-style-type: none"> • Hire a Communications Engagement Specialist.
	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.	<ul style="list-style-type: none"> • Develop a comprehensive Parent Involvement Plan & Menu. • (Explore) Develop our own program for Community Mentors; Healing Circles to continue the process of healing.
	2.3 SAC: Evolve the role of the School Advisory Council (SAC) as community leaders and advocates for education.	<ul style="list-style-type: none"> • Develop volunteer recognition. • Re-focus on SAC to ensure support, bring awareness to responsibilities, and develop volunteer recognition.
	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.	<ul style="list-style-type: none"> • Community service projects.

Strategic Goal #3: STAFF SUCCESS: Strengthen the recruitment and retention of highly effective staff and inspire indigenous Iñupiaq teachers.

Strategic Topics: What are the strategic topics to address and integrate into the plan?

Turnover	What might we do within hiring and administration to minimize turnover?
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Performance Measures: How will we measure Staff Success?

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| <ul style="list-style-type: none"> • Staff Retention • Staff Cultural Integration | <ul style="list-style-type: none"> • Innovative Hiring & Recruiting Practice • Homegrown Workforce |
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Board Priority this year?	DISTRICT OBJECTIVES: What must we do to achieve Staff Success?	FOCUS FOR SY20/21: How will we achieve the objectives and are efforts aligned to budget? (Note budget implications)
	3.1 HIRING & RECRUITING: Improve the hiring and onboarding process for all employees.	<ul style="list-style-type: none"> • Be more adaptative, start process earlier. • Create a Recruitment Video (Documentary of the villages).
	3.2 HOMEGROWN WORKFORCE: Support the systems that inspire, develop and recruit local/homegrown teachers, administrators and staff.	
	3.3 RETENTION: RETENTION: Support and retain quality teachers, administrators and staff.	<ul style="list-style-type: none"> • Implement findings from the Compensation Study. • Provide more PD for Classified Staff. • Develop an Employee Recognition program. • Prioritize getting the best K3/K4 Teachers; • Stabilize retention of teachers and site leadership.
	3.4 STAFF CULTURAL INTEGRATION: Provide cultural training and hands-on experiences for teachers and Principals to enhance cultural understanding and integration.	<ul style="list-style-type: none"> • Implement culture camps at all sites.

Strategic Goal #4: SYSTEMS OF SUPPORT: *Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.*

Strategic Topics: *What are the strategic topics to address and integrate into the plan?*

Safe Facilities	What must we adapt to ensure clean and safe facilities during the pandemic?
Alignment to Budget	How will we express our strategic plan priorities in the budget and re-enforce alignment to the plan going forward?

Performance Measures: *How will we measure Systems of Support/Operational Success?*

<ul style="list-style-type: none"> Budget Grants Received Repair & Maintenance Backlog 	<ul style="list-style-type: none"> Improved Food Quality Safety?
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Board Priority this year?	DISTRICT OBJECTIVES: <i>What must we do to ensure successful Systems of Support?</i>	FOCUS FOR SY20/21: <i>How will we achieve the objectives and are efforts aligned to budget?</i> (Note budget implications)
	4.1 FACILITIES: Establish safe, modern and high-performing learning facilities.	<ul style="list-style-type: none"> Improve facilities management, compensation & training.
	4.2 FINANCIAL STEWARDSHIP: Ensure financial management based on what is best for our students.	<ul style="list-style-type: none"> Create a Grants Department (new position).
	4.3 LEARNING ENVIRONMENT & SUPPORTS: Create student-centered schools incorporating culture beyond curriculum into all aspects of our work including facilities and operations.	<ul style="list-style-type: none">
	4.4 ORGANIZATIONAL EFFECTIVENESS: Structure the organization to operate with efficiency and better serve our students.	<ul style="list-style-type: none"> Implement Org Re-Structure (Unified Instructional Program).
	4.5 TECHNOLOGY: Leverage technology as a tool to facilitate learning, communication and collaboration.	<ul style="list-style-type: none">