

Board Update

Feb 15, 2024

Agenda

- I. **Winter Retreat:** Re-Cap & Confirm Direction
- II. **Completing the Plan:** Process Overview & Schedule
- III. **Scope of Work:** Discuss/Confirm
- IV. **Next Steps**

1



2023 Board Retreat Summary

December 9-11, 2023

Produced By
OnStrategy

2

Retreat Outcomes

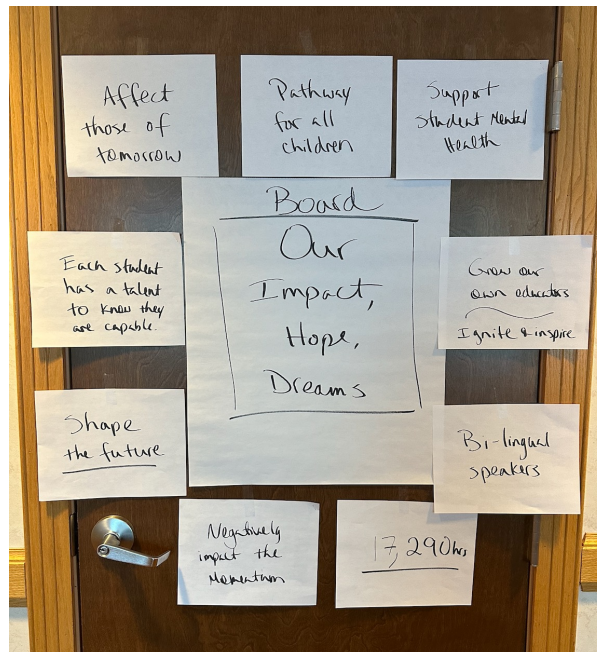
Re-establish the direction and governance of the North Slope Borough School District...

- **Clear direction on student outcomes and what we want for our kids**
- Full alignment and ready to advocate for where we want to go
- Outline of Budget Priorities to fund our direction

3

Our Impact

The impact we have as Board members...



4



Board Direction Executive Summary

5

Key Considerations

From Finance & Student
Representative

Financial Guidelines:

- Don't let finances limit thinking.
- Set your priorities and we'll work to resource your direction.

Maggie's Recommendations:

1. **Mental & Emotional Health:** Accommodations for students needing help, to help students be at their best potential for learning. (*Possible solutions:* stigmatization, quick resources, counselors)
2. **Academics:** Having the same knowledge as students in other districts. In some cases, not being challenged as could be.
3. **Opportunities:** Not confident and the right way to realize opportunities they see.

6

Mega Themes

1. Interventions to get to grade level
2. Immersion & culturally based units
3. Vocational Skills
4. Grow our own teachers

What We Do Today Affects our Children, Grandchildren & great Grandchildren

High Expectations for attendance, Reading, Writing & Math
We must change the current state of our students' performance.

Whole Child Focus requires supports.
Use of counselors. Interventionist as a huge strategy.

Teacher & Staff Retention
Given the nationwide shortfall and competing with NSB compensation, what is our approach to address?

Shoot for the moon.
Realize sustainable funding to achieve consistent, cohesive student outcomes.

Breaking silos across the Slope.
Partnerships. Working Together.

Can we get federal funding for language immersion?
MUST be lock step with the tribe.

Board Support – Critical Areas:

1. TS Plan > Addressing student developmental concerns...engaging in a community conversation

7

Key Funding Decisions

Shoot for the moon. Realize sustainable funding to achieve consistent, cohesive student outcomes.

Student Interventionists:
1 per site + 6 teacher (\$1.7M), 2 per site (\$3.4M)

Language Teachers:
3 teachers for kindergarten (\$500K)

Paraprofessionals to Local Teachers:
Support 3 with tuition (\$360K)

Culture-Based Units, continue and fill in the gaps
\$\$ TBD based on where we want to go/can go

Vocational Education Teachers 1 per village (6) (\$1M)

8

Summary of Asks / Collaborations

- Mayor Tuition Waiver / Pot for additional opportunities
- Mental Health Partnership/Collaborations
- Activate Partnership with NSB Health Department
- Compensation Study
- Partnership with IICCAS
- Unlock Federal Funds

9

Policy Changes to Re-Visit

- 1. Set ILF into Policy**
- 2. Revise Graduation Requirements** to reflect # years of language required to graduate
 - Starting with at least 2 years language (short-term)
- 3. Culture-based units & language** are compulsory (not elective)

10

Plan Outline

Working Draft

Outline of District Goals identified for further build-out in the planning process

5 Domains + Identified District Goal Areas

- Culturally Responsive Instruction**
 1. Bilingual Students
 2. Academic Standards
 3. Career Readiness
 4. Authentic Assessment
- Student Social & Emotional Wellbeing**
 5. Student Wellbeing
- Staff Support & Professional Development**
 6. Staff Development & Retention
 7. Grow Our Own Teachers
- Family & Community Collaboration**
 8. Purposeful Partnerships
- Financial & Operational Stewardship**
 9. Sustainable Funding

11

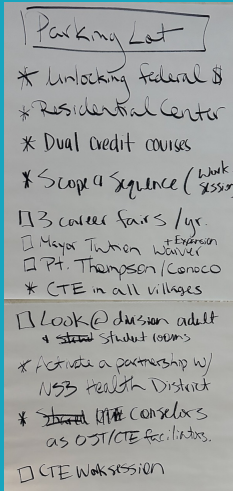
Budget Requests

Rough Estimates

Intervention	<ul style="list-style-type: none"> • Minimum Request: \$1.7M 10 positions (4 new student + 6 new teacher coach interventionists) (work to the floor & try to get above it) • Ideal Scenario Request: \$3.4M (2 Interventionists per site) (starting with high-need sites) (this is the ceiling)
Language Instruction	<ul style="list-style-type: none"> • \$500K (+1 additional Teacher to staff 3 people at Ipalook for Immersion) (to grow the program) • Current K3 kids are moving up to kindergarten
Staffing Paraprofessionals	<ul style="list-style-type: none"> • \$TBD. Compensation study to figure out what this number is (we know it is not currently adequate) • Could increase the scale to match Borough
Growing our Own Teachers	<ul style="list-style-type: none"> • \$350-360K – Funding paraprofessionals to become teachers. If we were to pay 3 Paraprofessionals to study/complete their study, it would = 3 teacher salaries (\$120K per).
Development of Culture-Based Unites	<ul style="list-style-type: none"> • \$TBD (from general fund) • Was initially funded by a grant then moved to general fund • It has not been funded by the general fund for past 5 years (previously Mayor would give ~\$660K to IED)
Voc Ed / Pathways	<ul style="list-style-type: none"> • \$500K - 3 Voc Ed Teachers (\$500K) to improve the amount of Voc Ed happening • \$1M = 1 per village would be 7 total (6 additional)
Mental Health	<ul style="list-style-type: none"> • Trade of 8 rooms = Clinicians at the Site • Getting SPED teachers into the buildings (may require double the salary)

12

Parking Lot



- Unlocking **Federal Funds**
- **Residential Centers**
- Dual Credit Courses (**Mayor Tuition Waiver**)
- Dedicated Work Session for CTE (**CTE in all villages**)
- Sequence of **Work Sessions** (one per each Department/Topic)
- Pt Thompson / Conoco
- Look at Division (Adult & Student Rooms)
- Activating a **Partnership with NSB Health District**
- Career Fairs (3 per year)
- Use of Counselors and **Counselor Roles** in the Villages (convert positions to therapeutic; use counselors as OJT/CTE Facilitators)
- Look at **NSB Insurance**
- **Compensation Study** with other Borough entities (and AK Districts)
- **Tribal Academy** – what does it represent? (Tribal Educator Qualification/Certificate) (Opportunity to partner/work together?)
- **Summer Immersion** - Culture/Language Camp for a month
- Grants Management

13

Closing Comments

Board Reflection

One word to describe how you are feeling...

- Relieved
- Surprised
- Warm Heart
- Fulfilled
- Energized
- Aligned

14



Completing the Plan

15

Strategic Planning Outcomes

Creating a Cohesive Strategic Plan...

- An agreement and decision-making tool for the District
- The model and plan are deeply rooted in our system and reinforced by policy
- The model and system in place are owned by the Board & community and executed by the administration.
- The plan creates continuity agnostic of who is on the Board or serving as the Superintendent.
- Consistent measurement to show progress over time (we are creating new baselines to move from here)
- We are serious about our Inupiaq program as well as our reading & comprehension program.

16

Next Steps

High-Level Summary

Date	Activity	Approach
January-Feb	Board Retreat Follow-up & Exec Summary	OnStrategy
	Process Outline & Scope of Work to Complete the Plan	Confirm w/Board (Feb) Rollout w/Directors (Feb)
March-April	Planning Sessions to build out the plan	Working Groups by Goal <ul style="list-style-type: none"> Virtual Pre-Planning On-Site Planning (March) Board Working Session (April)
May-June	Fine tune and finalize the Plan	Board Retreat (May)
July-Aug	New Plan to begin July 1, 2024	Board Approval (Aug)
August - Ongoing	Rollout & Implementation	Rollout, communication & aligned execution

17

Process Overview

January 2024 - June 2025



Pre-Planning Jan-Feb 2024	Phase 1: Build the Plan Feb-April 2024	Phase 2: Finalize the Plan May-June 2024	Phase 3: Implement the Plan July 2024-June 2025
<p>Approach - Planning the Plan</p> <ul style="list-style-type: none"> Design the approach and planning schedule Kick-off the process Gather existing data & information Build the Planning Workspace <p>Board Activities</p> <ul style="list-style-type: none"> Feb 15 Board Meeting - Re-cap & confirm the direction set at the Winter Retreat Approve Scope of Work & Budget <p>Staff / Planning Team Activities</p> <ul style="list-style-type: none"> Feb 16 Director Meeting - Kick-Off Confirm planning schedule, outcomes & expectations Confirm planning participants for each Goal <p>Deliverables</p> <ul style="list-style-type: none"> Confirmed and approved Scope of Work & Planning Schedule Detailed Workspace for each goal (pre-loaded) 	<p>Approach – Building the Draft Plan</p> <ul style="list-style-type: none"> Virtual workshops to initiate planning & collection of additional data On-site Planning Sessions to build plan Board working session to clarify direction Produce the Draft Plan v1 <p>Board Activities</p> <ul style="list-style-type: none"> April 24 Working Session - Executive overview of working draft; address clarifying questions (Virtual) <p>Staff / Planning Team Activities</p> <ul style="list-style-type: none"> Pre-Planning Workshops (Virtual) (Week of Feb 26 / to be scheduled) Data Collection & Prep (March 1-22) Onsite Planning Sessions (March 24-26) Address outstanding details (April) <p>Deliverables</p> <ul style="list-style-type: none"> Working Draft Strategic Plan District Goal Detail, Outcomes, Roadmap Draft Department Goals & Structure for Annual Action Plans 	<p>Approach - Finalizing the Plan</p> <ul style="list-style-type: none"> Board retreat to refine the plan Finalize the plan based on Board feedback Produce the Final Plan to commence with the FY24/25 School Year. <p>Board Activities</p> <ul style="list-style-type: none"> May 29 Board Retreat – Full Day to discuss, refine & confirm the plan (On-Site) <p>Staff / Planning Team Activities</p> <ul style="list-style-type: none"> Follow-up requests per Board Retreat to finalize the plan Department Action Plans for FY24-25 <p>Deliverables</p> <ul style="list-style-type: none"> Final Plan for Board Approval Long-Term Vision & Strategic Direction District Goal Detail; Outcome Measures & Targets; 5-Year Roadmap Dept Goals & Annual Action Plans 	<p>Approach - Rollout & Implement</p> <ul style="list-style-type: none"> Finalize Communication Documents Setup the execution cycle & schedule Setup the plan in the OnStrategy tool to enable consistent management & reporting Support the execution cycle <p>Board Activities</p> <ul style="list-style-type: none"> Approve the Plan (August Board Mtg) Communicate/Advocate the Plan Winter Board Retreat (Refresh annual focus and budget priorities) <p>Staff / Planning Team Activities</p> <ul style="list-style-type: none"> Complete and execute Annual Action Plans Consistent execution cycle across departments and the leadership team Monthly/Quarterly Strategy Reviews Bi-Annual Report to the Board <p>Deliverables</p> <ul style="list-style-type: none"> Board Approved Strategic Plan Communication Documents Execution Playbook Bi-Annual Progress Reports to the Board & Stakeholders

18

Process Overview – Board Activities



January 2024 - June 2025

Pre-Planning Jan-Feb 2024	Phase 1: Build the Plan Feb-April 2024	Phase 2: Finalize the Plan May-June 2024	Phase 3: Implement the Plan July 2024-June 2025
<ul style="list-style-type: none"> • Feb 15 Board Meeting - Re-cap & confirm the direction set at the Winter Retreat. • Approve Scope of Work & Budget 	<ul style="list-style-type: none"> • April 24 Working Session - Executive overview of working draft; address clarifying questions (Virtual) 	<ul style="list-style-type: none"> • May 29 Board Retreat – Full day to discuss, refine & confirm the strategic plan (On-Site) • Provide direction for any modifications to finalize the plan for approval 	<ul style="list-style-type: none"> • Aug Board Meeting - Approve the Plan • Communicate and Advocate for the Plan • Winter Board Retreat - Refresh annual focus and budget priorities for the next school year.

19

Historical Perspective



Previous Engagements – 5-Year Plan Development

2009-2015	2015-2020	2020-2025	2025-2030
<p>North Slope Borough School District</p>			
<p>2009-2015 5-Year Plan</p> <ul style="list-style-type: none"> • 2008-2009 Planning • 2009-2010 Planning Total: Ice Ages (~\$50K) <p>---</p> <p>Implementation & Annual Refresh (1 Retreat)</p> <ul style="list-style-type: none"> • 2010-11: \$23,625 • 2011-12: \$36,855 • 2012-12: \$37,395 	<p>2015-2020 5-Year Plan</p> <ul style="list-style-type: none"> • 2014-15 Planning \$36,450 • 2014-15 Extension \$24,500 Total: \$60,950 <p>---</p> <p>Implementation & Annual Refresh (1 Retreat)</p> <ul style="list-style-type: none"> • 2015-16: \$41,300 • 2017-18: \$43,875 	<p>2020-2025 5-Year Plan</p> <ul style="list-style-type: none"> • 2019-20 Planning: \$53,625 • 2019-20 Extension: \$9750 Total: \$63,345 <p>---</p> <p>Implementation & Annual Refresh (2 Retreats)</p> <ul style="list-style-type: none"> • 2020-21: \$58,500 • 2022-23: \$62,500 	<p>2025-2030 5-Year Plan</p> <ul style="list-style-type: none"> • 2023-24 Planning (Jan-Jun) Proposed: \$70K <p>---</p> <p>Implementation & Annual Refresh (1 Retreat) (Estimate)</p> <ul style="list-style-type: none"> • 2024-25: (Jul-Jun) ~\$40K

23

Closing

Decisions from the Board

- Approval - Scope of Work
- Confirm - Board Participation & Input into the Process (April, May)

Immediate Next Steps

- Kick-Off with Directors
- Prep for On-Site Sessions

24



APPENDICES

25

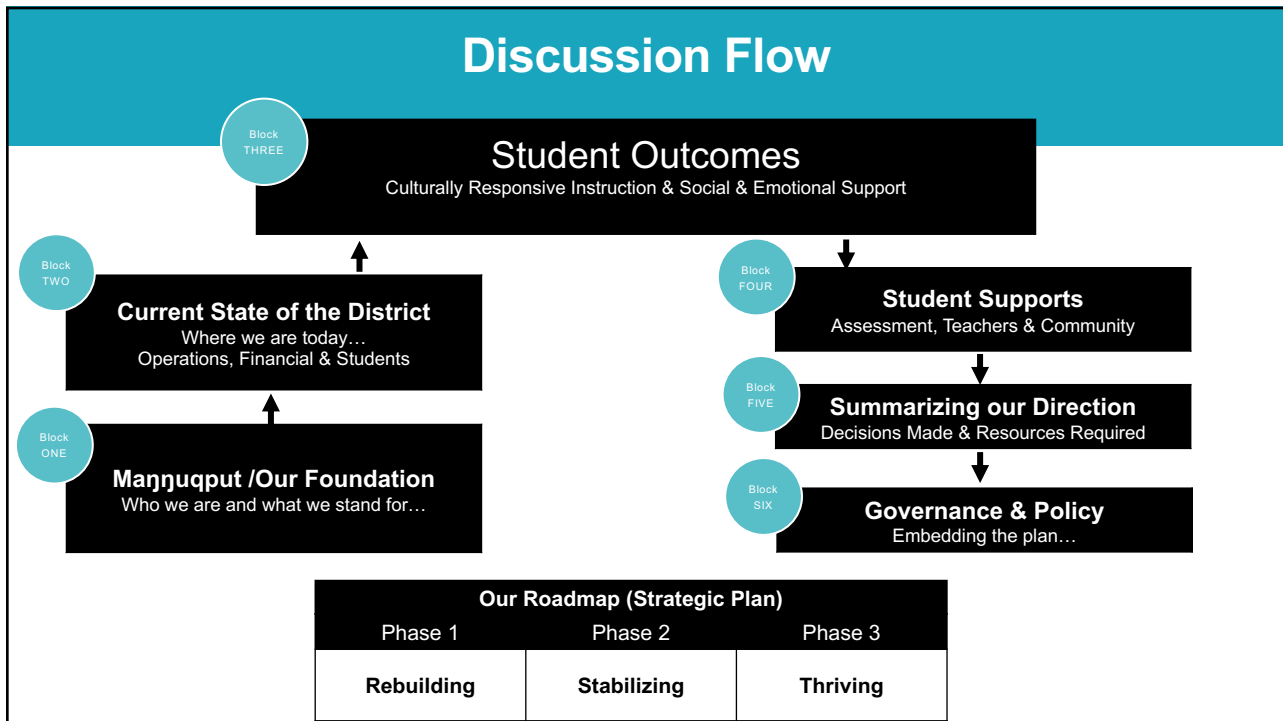


2023 Board Retreat Additional Slides

December 9-11, 2023

Produced By
OnStrategy

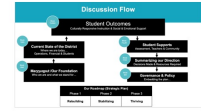
26



27

Questions to Answer

Discussion Map



Student Outcomes				
Culturally Responsive Instruction & Social & Emotional Support				
Background & Current State	Future State Where are we going? & Why?	Roadblocks	Proposed Approach	Board Direction
Where are we today? What are the clear facts? What is the data telling us?	What do we want for our kids? What standards are important to us? Standards mapped to the Western Ed System? What academic skills / outcomes should our graduates have?	Why are our kids not up to par? What is in our control and what is outside of our control?	How might we move the needle? What are the solutions that will really have an impact?	What are our expectations (to achieve the outcome?) (ex: academic rigor, kids in school, kids prepared to learn, etc.) Scale of Reform Commitment [Resources Required]

Student Wellness	Assessments & Standards	Teachers & Class Size	Community Expectation & Support
What is within our reach & control to ensure students show up ready to learn? To what extent should we cross into the mental health space?	What is our approach to measuring student success? What assessment tools and indicators are the standard?	How might we shift our model to develop teachers and improve standards?	What do we need and expect to ensure student success? How will we gain community ownership and commitment?

28

29

Manjuqput

(Our Foundation)



29

Iñuk una qauriñaniñ iñugullaḡmi
 iḷisimmatinguuruq iḷisausiamiñiñ
 naipiqtuḡniñaniḷu aasii taima isumalaalgusivḷuni sulii
 iḷisimmaḡiksivḷuni tainnamik aasii kisuutilaani
 pautagivlugu iñuguḡhuni iñulluatauvluni.

Manjuqput - Our Foundation



North Slope Borough
 School District



30

The North Slope Borough School District is committed to embedding through our curriculum and teaching practices, traditional Iñupiaq ways of raising and educating children, Iñuguḡsiñiḡ, which is the principle that guides our work with the children and communities of the North Slope. We share in the responsibility to support our students' development as iñulluatat - good human beings - able to navigate successfully in today's world.

We honor and recognize the unique process of learning that is deeply tied to the land, culture, language, and knowledge of the Iñupiat. This approach, that **is directed by** the Iñupiaq worldview, respects how children learn as they become aware of their surroundings and expand their knowledge into adulthood.

Manjuqput - Our Foundation (English Interpretation)




North Slope Borough
 School District




31

Our mission is to....

Grow empowered, culturally rooted, bilingual, healthy, life-long learners who are creative and critical thinkers.



North Slope Borough School District

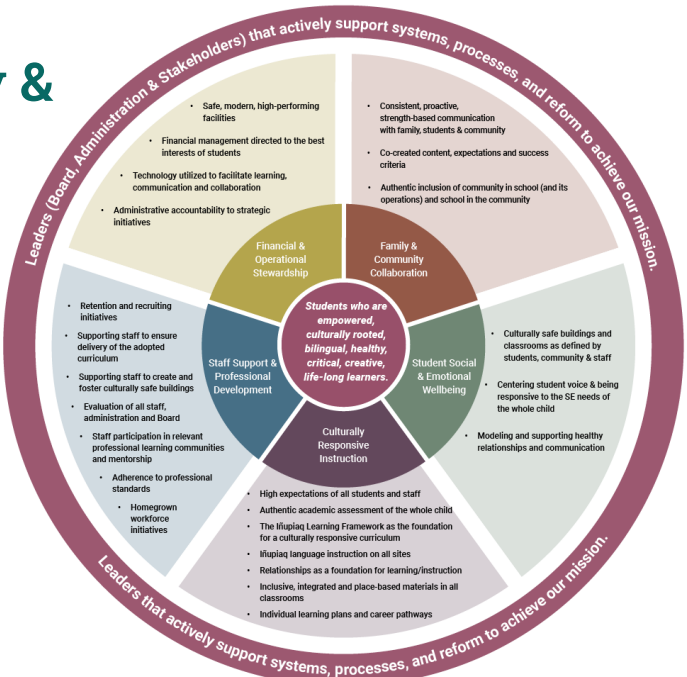


32

33

NSBSD Pedagogy & Plan Framework


To support our students to achieve their goals, we need an explicit implementation framework. Holistic, rigorous and rooted in community partnerships, student pathways, and Inupiaq culture.




Leaders (Board, Administration & Stakeholders) that actively support systems, processes, and reform to achieve our mission.

- Safe, modern, high-performing facilities
- Financial management directed to the best interests of students
- Technology utilized to facilitate learning, communication and collaboration
- Administrative accountability to strategic initiatives
- Consistent, proactive, strength-based communication with family, students & community
- Co-created content, expectations and success criteria
- Authentic inclusion of community in school (and its operations) and school in the community
- Retention and recruiting initiatives
- Supporting staff to ensure delivery of the adopted curriculum
- Supporting staff to create and foster culturally safe buildings
- Evaluation of all staff, administration and Board
- Staff participation in relevant professional learning communities and mentorship
 - Adherence to professional standards
 - Homegrown workforce initiatives
- Culturally safe buildings and classrooms as defined by students, community & staff
- Centering student voice & being responsive to the SE needs of the whole child
- Modeling and supporting healthy relationships and communication
- High expectations of all students and staff
- Authentic academic assessment of the whole child
- The Inupiaq Learning Framework as the foundation for a culturally responsive curriculum
- Inupiaq language instruction on all sites
- Relationships as a foundation for learning/instruction
- Inclusive, integrated and place-based materials in all classrooms
- Individual learning plans and career pathways

Leaders that actively support systems, processes, and reform to achieve our mission.




North Slope Borough School District




33


34



**North Slope Borough
School District**



Five Domains



1. Culturally Responsive Instruction

2. Student Social & Emotional Wellbeing

3. Family & Community Collaboration

4. Staff Support & Professional Development

5. Financial Operational Stewardship

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

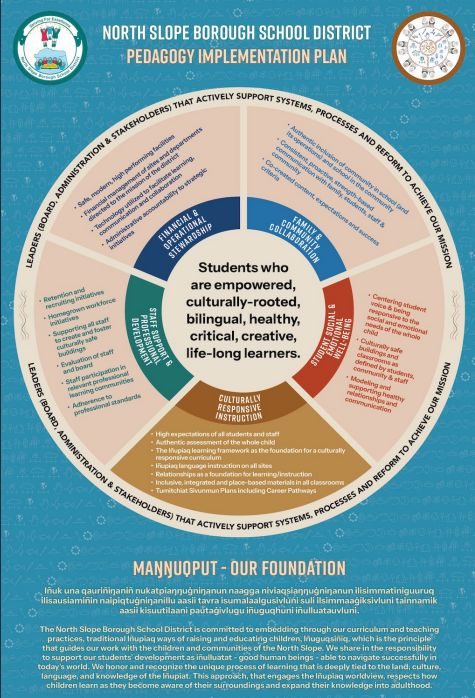
Support the physical, nutritional, mental, and social-emotional health of all students.

Foster collective responsibility, commitment and trust between the school and community.

Strengthen the recruitment and retention of highly effective staff and inspire indigenous teachers.

Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

34



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
PEDAGOGY IMPLEMENTATION PLAN**

Students who are empowered, culturally-rooted, bilingual, healthy, critical, creative, life-long learners.

MANNUQPUT - OUR FOUNDATION

Inuk una qauriŋanin nuk atplangŋinŋanun naagga nivaqsaryŋinŋanun ilisimatiniguarug ilisausaminin naipiqŋinŋanilu aasi tava isumalaaguŋivluni suŋ ilisimaaŋiŋivluni tainnamik aasi ksuutitani paarŋivlugu inuŋuŋhmi inuŋuŋtaavlori.

The North Slope Borough School District is committed to embedding through our curriculum and teaching practices, Traditional Inupiat ways of raising and educating children. Inupiat, which is the principle that guides our work with the children and communities of the North Slope. We share in the responsibility to support our students' development as Inuit - good human beings - able to navigate successfully in today's world. We honor and recognize the unique process of learning that is deeply tied to the land, culture, language, and knowledge of the Inupiat. This approach, that engages the Inupiat worldview, respects how children learn as they become aware of their surroundings and expand their knowledge into adulthood.

The MS20 Group, LLC by providing Free of Charge, the development model that was used to create this pedagogy.

Strategic Plan Structure

Level 1 Framework	Level 2 Aligned to Domain	Level 3 Aligned to District Goal	Level 4 Aligned to Dept Goals
5 Domains			
	District Goals		
		Outcomes	
		Roadmap	
		Dept Goals	
			Dept Action Items (FY24/25)

35



Board Direction by Goal

36

Plan Outline

Working Draft

Outline of District Goals identified for further build-out in the planning process

5 Domains + Identified District Goal Areas

Culturally Responsive Instruction

1. Bilingual Students
2. Academic Standards
3. Career Readiness
4. Authentic Assessment

Student Social & Emotional Wellbeing

5. Student Wellbeing

Staff Support & Professional Development

6. Staff Development & Retention
7. Grow Our Own Teachers

Family & Community Collaboration

8. Purposeful Partnerships

Financial & Operational Stewardship

9. Sustainable Funding

37

Culturally Responsive Instruction

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.

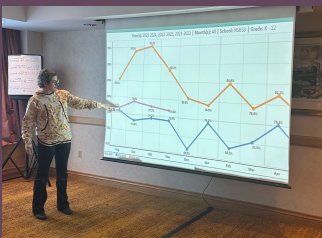


North Slope Borough School District



- Iñupiaq language instruction on all sites
- High expectations of all students and staff
- Authentic academic assessment of the whole child
- The Iñupiaq Learning Framework as the foundation for a culturally responsive curriculum
- Relationships as a foundation for learning/instruction
- Inclusive, integrated and place-based materials in all classrooms
- Individual learning plans and career pathways

Goals



Goal 1: Bilingual Students

- Immersion in every school
- 2 hrs of language per day, per student

Goal 2: Academic Standards / Grade Level Proficiency

- All Students at or above grade level proficiency
- Attendance - 90% (80% is minimum)
- Graduating
- Culture Based Units – 700

Goal 3: Career Readiness

- Certification completions
- CTE in all villages

Goal 4: Authentic Assessment

Goal 1 – Bilingual Students

Graduating bilingual students

From (Current)	To.... (Measurable Outcomes)	Must Do's
<ol style="list-style-type: none"> 1. Immersion Program: 3.5-7.5 hrs/day + very positive response from parents 2. K-5: 15-20 mins per week 3. High school enrollment is optional and low 	<ol style="list-style-type: none"> 1. Immersion in every village 2. 2 hours/day per student 	<p>Board Directed:</p> <ul style="list-style-type: none"> • Inupiaq is a requirement K-12 • Change grad requirements related to Inupiaq credits • Language Distance Delivery <p>Director Priorities:</p> <ul style="list-style-type: none"> • Change the schedule • Devoted time in VIVA • Practice outside of classroom • Focused time w/ teachers for testing
Strategy	<ol style="list-style-type: none"> 1. Culture-based units & language compulsory K-12, not elective 	<p>Resources Required:</p> <p>X # of new Inupiaq language teachers Consider increasing the compensation</p>

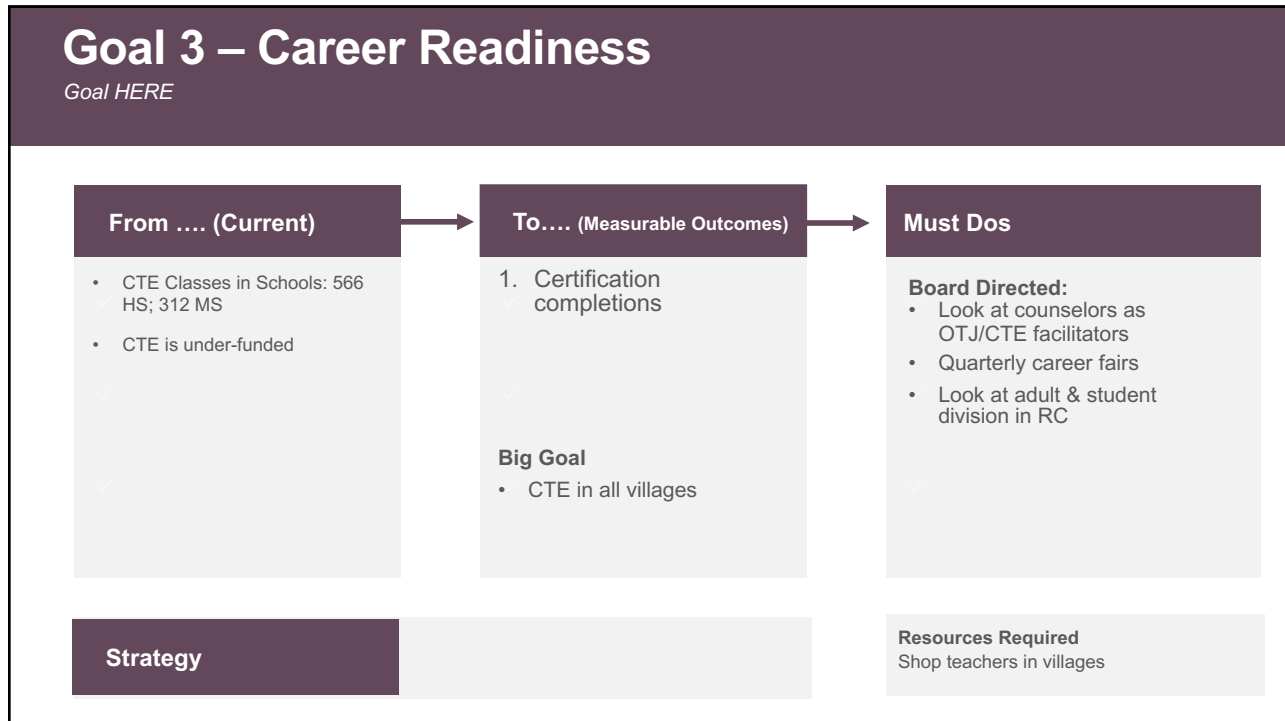
40

Goal 2 – Academic Standards

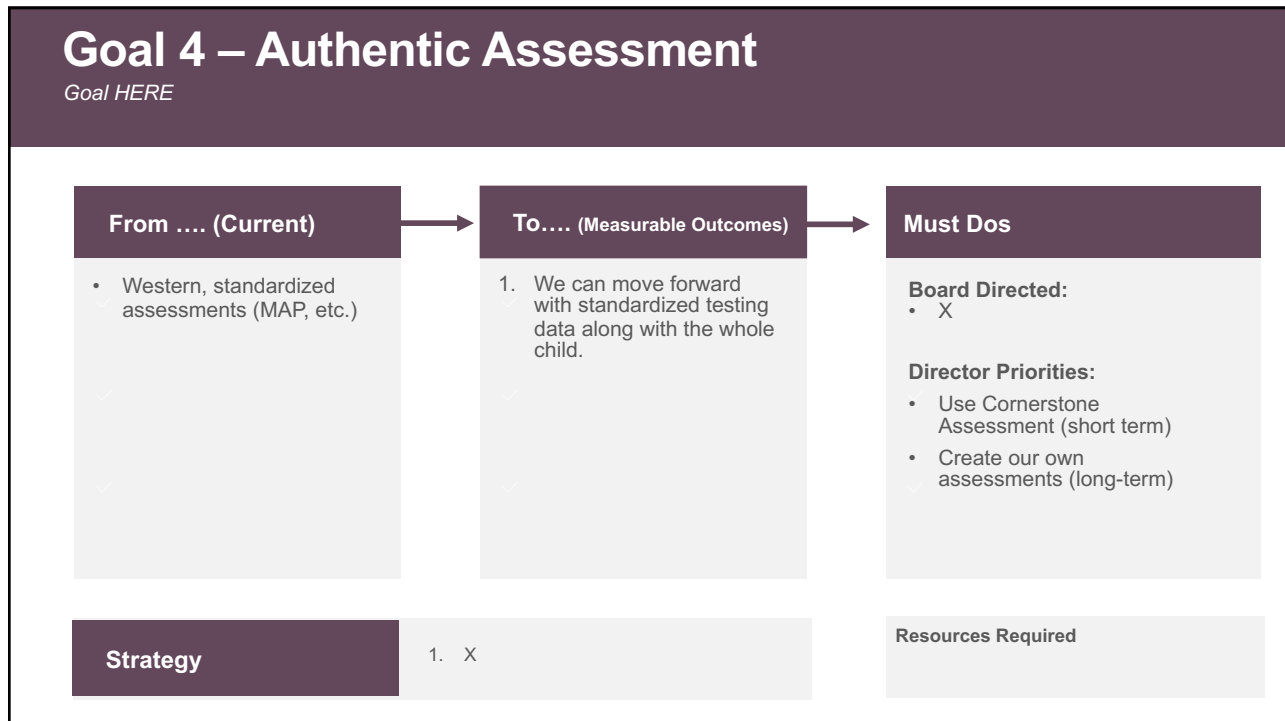
High expectations of all students & staff.

From (Current)	To.... (Measurable Outcomes)	Must Dos
<ol style="list-style-type: none"> 1. < 5% of students are reading at a grade appropriate level 2. < 5% of students are graduating at grade appropriate level 3. Districtwide attendance of XX% 4. 350 culture-based units 	<ol style="list-style-type: none"> 1. All students will be at/or above grade level proficiency 2. Graduating 3. Attendance – 90% (80% is min) 4. 700 Culture-based units 	<p>Board Directed</p> <ul style="list-style-type: none"> • District-wide attendance & assessment awareness campaign • Intervention services at each school (2 per school = 22) • Year-to-year coherence w/ teach interventionists (2 per region) • Standardize structures & grade appropriate materials • Culture based units set in policy • Parents to receive & understand performance reports
Strategy	<ol style="list-style-type: none"> 1. Consistent interventionists at each site 2. High quality, coherent, consistent instruction 3. Culturally based units & teaching 	<p>Resources Required</p> <p>4 additional student Interventionists 6 additional teacher interventionists</p>

41



42



43

Success Indicators

Key Metric	Data Set (Quant/Qual)	Data Source
Student Attendance	Quantitative	Attendance Data
Student Engagement	Qualitative	*assessment metric required
Authentic Academic Assessment of the Whole Child		
English language proficiency	Quantitative	Assessed (Standardized Testing)
Iñupiaq language proficiency	Quantitative	*assessment metric required
Math proficiency	Quantitative	Assessed (Standardized Testing)
Science proficiency	Quantitative	Assessed (Standardized Testing)
Student Progress on Co-created Individual Learning Plan	Quantitative/Qualitative	*assessment metric required
Student Progress on Career Pathway Plan (apprenticeships, College applications, subsistence proficiency)	Qualitative	*assessment metric required

44

Student Social & Emotional Wellbeing

Support the physical, nutritional, mental, and social-emotional health of all students.



North Slope Borough School District



- Culturally safe buildings and classrooms as defined by students, community & staff
- Centering student voice & being responsive to the SE needs of the whole child
- Modeling and supporting healthy relationships and communication

45

Goals

Goal 5: Student Wellbeing

- Student Behavior Data (Decrease in # of behavior incidents)
- NSB Clinicians in all sites

46

Goal 5 – Student Wellbeing

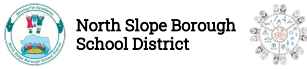
Throughout the district...

From (Current)	To.... (Measurable Outcomes)	Must Dos
<ol style="list-style-type: none"> 1. ~2,300 office discipline referrals at BHS in 22/23 2. No mental health support today 	<ol style="list-style-type: none"> 1. Student Behavior Data (# of behavior incidents) 2. NSB Clinicians in all sites <p>Explore:</p> <ul style="list-style-type: none"> STOP App NSB Health Partnership ILF Mental Health 	<p>Board Directed:</p> <ul style="list-style-type: none"> Trade of 8 rooms for Clinicians at sites Need Paraprofessionals (comp package) <p>Director:</p> <ol style="list-style-type: none"> 1. 504 Plan Implementation 2. Social Emotional Programs 3. Strong work with Inter-agency Integrated Behavioral Health
<div style="background-color: #4F7942; color: white; padding: 5px; font-weight: bold;">Strategy</div>	<ol style="list-style-type: none"> 1. NSB needs to take the lead re mental health. 2. Partner w/ NSB Health for clinicians at all sites. 3. Hold children safe 	<p>Resources Required</p> <p>Capacity of student services</p>

47

Staff Support & Professional Development

Strengthen the recruitment and retention of highly effective staff and inspire indigenous teachers.



- Retention and recruiting initiatives
- Supporting staff to ensure delivery of the adopted curriculum
- Supporting staff to create and foster culturally safe buildings
- Evaluation of all staff, administration, and board
- Staff participation in relevant professional learning communities and mentorship
- Adherence to professional standards
- Homegrown workforce initiatives

Goals

Goal 6: Staff Development & Retention

- Measurable outcomes

Goal 7: Grow our own Teachers

- Measurable outcomes

Goal 6 – Staff Development / Retention

Statement here

From (Current)	To.... (Measurable Outcomes)	Must Dos
Nationwide Teacher shortage Teacher & staff compensation, no longer in the top 5 in the State ✓ ✓	1. 2. 3. ✓ ✓	✓ IDEAS: <ul style="list-style-type: none"> Winter break from Thanksgiving thru first week of Jan. Social security
Strategy	x	

50

Goal 7 – Grow our own Teachers

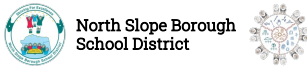
Statement here

From (Current)	To.... (Measurable Outcomes)	Must Dos
29 Paraprofessionals on list for Illisagvik ✓ ✓	1. 2. 3. ✓ ✓	✓ Open Questions: What can we do, systematically? Joint ask of the Assembly (w/ Illisagvik) Board Direction: ✓
Strategy	1. Illisare (sp?) program > UAF remaining 2 years.	

51

Family & Community Collaboration

Foster collective responsibility, commitment and trust between the school and community.



- Consistent, proactive, strength-based communication with family, students & community
- Co-created content, expectations and success criteria
- Authentic inclusion of community in school (and its operations) and school in the community

52

Goals

Goal 8: Purposeful Partnerships

- Measurable outcomes

53

Financial & Operational Stewardship

Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.



North Slope Borough School District



- Safe, modern, high-performing facilities
- Financial management directed to the best interests of students
- Technology utilized to facilitate learning, communication and collaboration
- Administrative accountability to strategic initiatives

55

Goals

Goal 9: Sustainable Funding

Realize sustainable funding to achieve consistent, cohesive student outcomes.

56