

# 2015-20 STRATEGIC PLAN SUMMARY

## 2016-17 SCHOOL YEAR



**NORTH SLOPE**  
BOROUGH SCHOOL DISTRICT

— *Striving For Excellence* —

### MISSION STATEMENT – WHAT IS OUR CORE PURPOSE?

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.

### VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?

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.

### CORE VALUES

- Compassion
- Avoidance of Conflict
- Love and Respect for Our Elders and One Another
- Cooperation
- Humor
- Sharing
- Family and Kinship
- Knowledge of Language
- Hunting Traditions
- Respect for Nature
- Humility
- Spirituality

### EDUCATIONAL PHILOSOPHY

Education, a lifelong process, is the sum of learning acquired through interactions with one's environment, family, community members, schools, and other institutions and agencies. The School Board uses the Five Year Strategic Planning process as the overarching planning tool for the district; this plan is augmented by other department and state required plans such as the Six Year Capital Improvement Plan and School Improvement Plans. Within the Home Rule Municipality of the North Slope Borough, "schooling" is the specific, mandated responsibility of the North Slope Borough School District Board of Education.

The Board of Education is committed to providing academic excellence in the "schooling" environment. This commitment to academic excellence shall focus on the learner, recognizing that each student brings to the "schooling" environment the student's own interest, learning styles, cultural background and abilities.

## DEVELOPMENT OF THE WHOLE CHILD

**“Through a holistic and interdependent approach to education guided by, and deeply rooted in iñua, we foster the development of spiritual, social, cultural, environmental, emotional, physical and economic connection leading to well-grounded, well-educated individuals able to navigate effectively in a modern world.”**

### **1 ACADEMIC SUCCESS/WHOLE CHILD: 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.**

- 1.1 Authentic Assessment:** Define success beyond statewide standards through development of authentic assessments.
- 1.2 Culture & Place-Based Units:** Implement culture and place-based units across academic subjects including life-skills, connection to the land and experiential learning in the field.
- 1.3 Staff Cultural Integration:** Provide cultural training and hands-on experiences for teachers and Principals to enhance cultural understanding and integration.
- 1.4 Academic Achievement:** Ensure all students show growth in academic areas measured by state and district standards.
- 1.5 Alternative Programming:** Design and begin implementation of alternative programming at all sites.
- 1.6 Residential Center:** Design, build and open a residential program to provide educational opportunities that are otherwise unavailable.

### **2 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.**

- 2.1 Qargi:** Implement Qargi recommendations to increase dialogue, build partnerships, and promote shared commitment to education.
- 2.2 Students in the Community:** Integrate community projects into the curriculum to increase student involvement in the community and foster the spirit of volunteerism.
- 2.3 School in the Community:** Increase teacher and school staff involvement in community and village events.
- 2.4 Community Relations:** Improve community relations through effective communication.

### **3 FAMILY ENGAGEMENT: Actively empower and engage family and elders in the education of our children.**

- 3.1 SAC:** Evaluate and evolve the role of the Site Advisory Council (SAC) as community leaders and advocates for education.
- 3.2 Family-Focused Events:** Hold healthy activities and family-focused school events for our students and community.
- 3.3 Community in the School:** Provide structure for meaningful parent, elder and community engagement.
- 3.4 Communication:** Ensure frequent and regular communication between the school and home.
- 3.5 Student/Family Support:** Initiate parent education and resources with specific focus on younger parents and assist families in supporting children as students.

### **4 STAFF RECRUITMENT & RETENTION: Strengthen the recruitment and retention of highly effective staff and inspire indigenous Iñupiaq teachers.**

- 4.1 Local Teachers:** Develop the systems by which to inspire, develop and recruit local teachers.
- 4.2 Hiring and Recruiting:** Improve the hiring and onboarding process for all employees.
- 4.3 Retention:** Support and retain quality teachers, administrators and staff.

### **5 FINANCIAL & OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.**

- 5.1 Financial Stewardship/Management:** Ensure financial management based on what is best for our students.
- 5.2 Technology:** Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication and collaboration.
- 5.3 Learning Environment:** Schools designed for students incorporating culture beyond curriculum into all aspects of our work including facilities and operations.
- 5.4 Facilities:** Ensure safe, modern and high-performing learning facilities.