



NSBSD FY25-29 STRATEGIC PLAN OVERVIEW

MANŪQPUT - OUR FOUNDATION

Iñuk una qauriñinaniñ iñugullaḡmi ilisimmatiniguuruq ilisausiamiñiñ

naipiqtuḡniñaniñ!lu aasii taima isumalaalgusivluni sulii ilisimmaḡiksivluni tainnamik aasii kisuutilaani pautagivlugu iñuguqhuni iñulluatauvluni.

The North Slope Borough School District is committed to embedding through our curriculum and teaching practices, traditional Iñupiaq ways of raising and educating children, Iñuguqsiniq, which is the principle that guides our work with the children and communities of the North Slope. We share the responsibility to support our students' development as iñulluatat - good human beings – who are 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, which is directed by the Iñupiaq worldview, respects how children learn as they become aware of their surroundings and expand their knowledge into adulthood.

OUR MISSION

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

IÑUPIAQ VALUES

- Compassion
- Resolution 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

STRATEGIC ANCHORS

Guiding principles that anchor our decisions and actions.

- **Pisigilugit Qitunḡavut - In the best interests of our children.** Students first, always.
- **Always with the community.** Shared rights and responsibilities in the growth and development of our students.
- **All students have a voice.** Every student is encouraged to express their thoughts and opinions, and each voice is heard and valued.
- **High expectations in literacy and numeracy go alongside language and cultural acquisition.** These foundational skills will be developed alongside Iñupiaq language and culture for a well-rounded education.
- **The Iñupiaq Learning Framework is foundational for the identity of the District.** The ILF shapes the District's educational identity by embedding the Iñupiaq language, culture, and values into a culturally responsive curriculum.
- **The NSBSD Pedagogy is the implementation model for the District.** The NSBSD Pedagogy is the blueprint for instructional practice and how our educational program will be delivered.
- **Sustainable and consistent funding for long-term impact.** Securing sustainable funding and support is essential for lasting impact and success.

PLAN FRAMEWORK & PEDAGOGY ALIGNMENT

The Focus Area Domains of the NSBSD Pedagogy serve as the framework of the strategic plan. District goals and outcomes are aligned with a single Pedagogy Domain but influence all areas.

FINANCIAL & OPERATIONAL STEWARDSHIP

District Goal: Standardize high-functioning, efficient, student-focused operations.

FAMILY & COMMUNITY COLLABORATION

District Goal: Prioritize and implement intentional and purposeful partnerships.

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STAFF SUPPORT & PROFESSIONAL DEVELOPMENT

District Goal: Build and sustain a thriving workforce aligned with the mission of this District.

STUDENT SOCIAL & EMOTIONAL WELLBEING

District Goal: Facilitate and maintain culturally, emotionally, and physically safe learning environments.

CULTURALLY RESPONSIVE INSTRUCTION

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District Goal: All students perform at or above grade level.

District Goal: All students are prepared for their pathway of choice post-high school.

District Goal: Graduate bilingual students.

DISTRICT GOALS, STRATEGIES, & OUTCOMES



Pedagogy Domain

District goals articulate the strategic direction and priority within each focus area domain, **strategies** are the approach we will take to achieve success, and **outcomes** are the results we are striving for.

FAMILY & COMMUNITY COLLABORATION

District Goal 1: Prioritize and implement intentional and purposeful partnerships.

Strategies

- *Shared Interests, Rights, and Responsibilities*
- *Purposeful Asks and Broader Accountability*
- *Explicit and Formalized Partner Agreements*

Outcomes:

- Authentic, intentional, and visible collaboration with families and all community partners.
- Authentic, integrated partnerships with Tribes and cities that are tied to specific programs and outcomes for students and the community.
- Building upon existing support and partnerships with corporations, local businesses/nonprofits to ensure purposeful outcomes that meet the needs of our students.
- Expanded pathways and opportunities for students and staff through partnerships with employers, colleges/universities, and other districts.

CULTURALLY RESPONSIVE INSTRUCTION

District Goal 2: All students perform at or above grade level.

Strategies

- *School-Based Intervention and a Multi-Tiered System of Supports for Students*
- *Strong Tier 1 Instruction and Culturally Responsive Curriculum that Teaches Grade-Level Content through Our Own Lens*
- *Measuring Progress and Showing Growth of the Whole Child with and Beyond Standardized Assessments*

Outcomes:

- All students supported to achieve grade level proficiency or above in literacy & math.
- High-quality Tier 1, culturally safe & responsive instruction in every classroom.
- Fully integrated culturally responsive curriculum.
- Students in school at least 90% of the time.
- All students will have a Tumitchiat Sivunmun Plan for learning achievement.
- All students graduate with their cohort.

District Goal 3: All students are prepared for their pathway of choice post-high school.

Strategies

- *Forging Partnerships to Expand Offerings and Pathway Opportunities*
- *Cultivating Student Interests and Strengths Throughout the Educational Journey*

Outcomes:

- All students have identified their own post-high school pathway (in partnership with Stakeholders).
- Aligned CTE courses, with a consistent scope and sequence, available across the District.
- Maximized utilization of the Qatqiññaġvik Learning Center (QLC) for NSBSD programs & supports for students.

DISTRICT GOALS, STRATEGIES, & OUTCOMES



CULTURALLY RESPONSIVE INSTRUCTION

District Goal 4: Graduate bilingual students.

Strategies

- *Compulsory Iñupiaq Language Learning K-1.*
- *Shift to a Dual-Language Learning Model / Integration and Alignment of Iñupiaq Language in the Curriculum*

Outcomes:

- Transition to a dual language model.
- Co-created, community-based Iñupiaq immersion program in every village.
- District-driven Iñupiaq Language Teacher Recruitment & Development Pathway.

STUDENT SOCIAL & EMOTIONAL WELLBEING

District Goal 5: Facilitate & maintain culturally, emotionally, & physically safe learning environments.

Strategies

- *Inter-Agency Partnerships to Provide Integrated Behavioral and Mental Health Supports*

Outcomes:

- Development & implementation of Community & School Expectation Agreements (CSEA's) annually.
- Prioritized and elevated student voice.
- Every space in the District is physically and culturally safe.
- Inter-agency collaboration to support student wellbeing as defined within MOA's.
- Ongoing wellbeing & cultural safety training for all staff.

STAFF SUPPORT & PROFESSIONAL DEVELOPMENT

District Goal 6: Build and sustain a thriving workforce aligned with the mission of this District.

Strategies

- *Deliver a Clear, Coherent Narrative About the District as a Place to Work*
- *Mission Aligned: Hiring Based on Fit*

Outcomes:

- Attracting and hiring NSBSD mission and Pedagogy-aligned recruits.
- Developing and retaining qualified, engaged, and committed staff.
- Facilitating and increasing staff connectedness, support, and wellbeing.
- Actively supporting local staff on a career ladder to achieve highly qualified/certificated status.

FINANCIAL & OPERATIONAL STEWARDSHIP

District Goal 7: Standardize high-functioning, efficient, student-focused operations.

Strategies

- *Foster Organizational Congruence, Aligned with the Mission of the District*

Outcomes:

- Safe, modern, secure facilities for students and staff.
- Standardized operational processes and inter-departmental cooperation District-wide.
- Current technology enhancing operations and advancing student outcomes.
- Stable and reliable local contribution funding that accounts for inflation and the changing needs of our students & community.
- Diversified funding outside of State & Federal revenue sources.