



# North Slope Borough School District

## 2010-2015 Strategic Plan Summary

Prepared by M3 Planning

### MISSION 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.

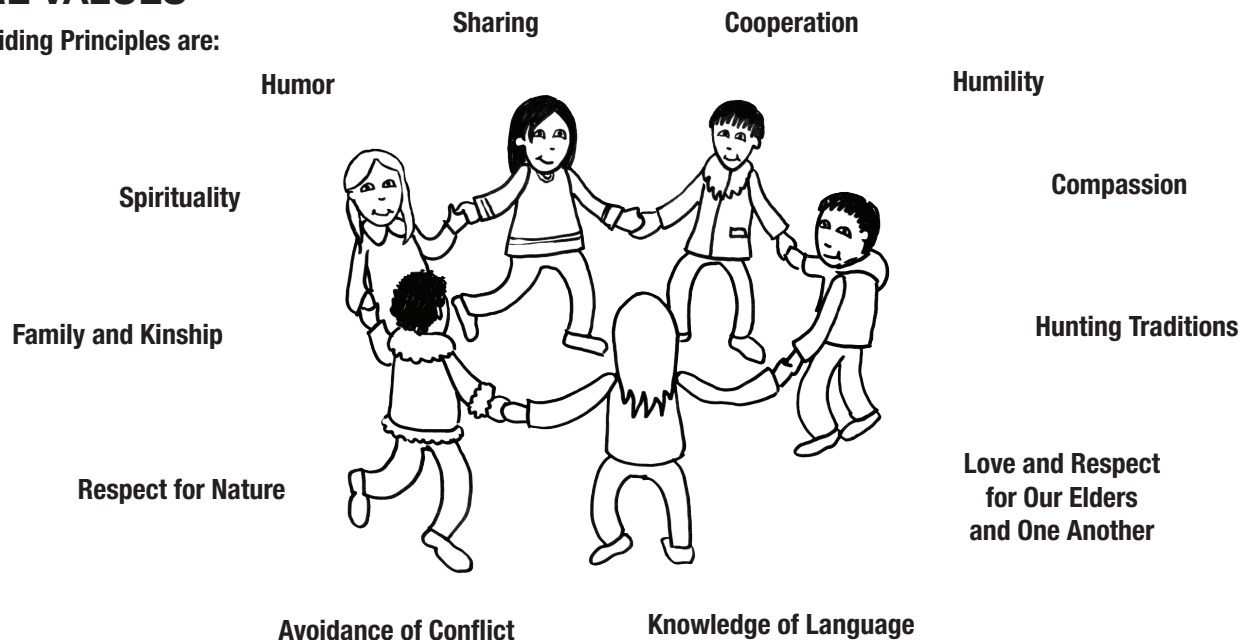
### VISION STATEMENT

**We envision...**

Our students graduate prepared and qualified to excel as productive citizens in the world, and able to integrate Iñupiat knowledge and values with Western ways. Our curriculum is culture-based, our attendance rate is above the state average, our parents and community members are committed to education and meaningfully engaged, more of our teachers are our own graduates and speak Iñupiaq, and our schools reflect who we are as people.

### CORE VALUES

Our Guiding Principles are:

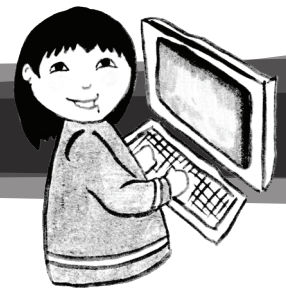


### EDUCATIONAL PHILOSOPHY

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. 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 his own interest, learning styles, cultural background and abilities.

# STRATEGIC PLAN-AT-A-GLANCE



## INSTRUCTIONAL FOCUS STRATEGIC GOALS & DISTRICT OBJECTIVES

### **1 All students will reach their intellectual potential and achieve academic success through integrating Inupiaq knowledge systems into the core content areas.**

- 1.1 Complete the first phase of the cycle for K-12 culturally integrated curriculum mapping and alignment in language arts, math and science.
- 1.2 Students will excel in academic areas.
- 1.3 Raise by 20% the percent of students who are at least at the 90% attendance rate through teaming with the community and parents around the issue of absenteeism.
- 1.4 Establish the Qargi concept at each site by fall 2014.

## COMMUNITY AND FAMILY ENGAGEMENT STRATEGIC GOALS & DISTRICT OBJECTIVES

### **2 We will actively engage parents, Elders, businesses and the community as partners in our children's education.**

- 2.1 School Climate: Improve the school climate by engaging the community in dialogue.
- 2.2 Board: One board member will visit each village once per year to host community dialogue.
- 2.3 Parents: Increase meaningful parent participation by regularly inviting parents to school, developing ILP's, hosting events and increasing the two-way communication with parents in multiple forms, including one-on-one communication.
- 2.4 Elders: Provide the opportunity for interested Elders to be involved in academics.
- 2.5 Community Outreach: Increase the number of partnerships including corporations, tribes, nonprofits, governments and other educational institutions.
- 2.6 Calendar: Define with each community what a culturally sensitive calendar looks like.
- 2.7 Ilisagvik Partnership: Transform the pre-K3/K4 program into a lab school to build local capacity needed to develop and sustain language nests slope wide, in partnership with Ilisagvik. (Contingent on funding)
- 2.8 Iñupiaq Language: Share responsibility for perpetuating the Iñupiaq language by initiating dialogue with community and elders.

## EDUCATORS, STAFF & BOARD DEVELOPMENT STRATEGIC GOALS & DISTRICT OBJECTIVES

### **3 We will continually strengthen the recruitment, retention and professional development of highly effective staff.**

- 3.1 Hiring and Recruiting: Improve the hiring and on-boarding process for all employees by incorporating elements for the human resources audit.
- 3.2 Retention: Maintain a staff turnover rate lower than the Alaska rural average.
- 3.3 Training and Development: Provide professional development and succession planning for certified and classified employees in support of the goals in the strategic plan.
- 3.4 Succession Planning: Formulate a plan and a policy for succession planning for stability and sustainability.
- 3.5 Local Workforce: Maximize our local workforce by growing and employing local staff.
- 3.6 Certification Program: Design an Indigenous Teacher Certification program to increase the number of Iñupiaq people certified as teachers (working in collaboration with Ilisagvik College and other education partners).

## ORGANIZATIONAL AND FINANCIAL STEWARDSHIP STRATEGIC GOALS & DISTRICT OBJECTIVES

### **4 We will effectively employ our financial and operational resources to support our strategic goals.**

- 4.1 Continue to improve and implement transparency and credibility by strengthening financial policies and controls in the budget process.
- 4.2 Provide classroom environments conducive to learning through proactive operational support.
- 4.3 Evaluate the adequacy of technology as a tool to facilitate learning, communication and collaboration, especially in the villages, through the EED technology plan process.
- 4.4 Foster effective and collaborative communication to sustain a culture of unity and trust.

