

North Slope Borough School District : District Leadership

Mission and Vision	Strategic Priorities	District Goals	Performance Measures and Targets	School/Departments Goals
<p>Mission Statement:</p> <p>Our schools will work closely with parents and communities to ensure our students:</p> <ul style="list-style-type: none"> •Excel in reading, writing, and mathematics •Understand and treasure the values, culture, history and language of the Inupiat people •Understand their responsibility to family and community •Enter higher education and/or the workforce <p>The North Slope Borough School District is committed to providing opportunities to help all students to become productive and contributing citizens. Students will maintain our values of caring, sharing, and giving by understanding our history and traditions.</p> <p>Vision Statement:</p> <p>The NSBSD will ensure parents and communities are involved in their children's education. Through this collaboration every child will understand and treasure the values, culture, history and language of the Inupiat people and understand their responsibility to their family and community. Every child of the NSBSD will receive a diploma and be expected to pursue higher education or enter the workforce.</p> <p>To be a child-centered, world-class, culturally-congruent school system that has a healthy climate, fully engaged parents and community, and strong business partnerships.</p> <p>Kids that have tools and skills to make life choices by own standards here on the Slope or wherever they are.</p> <p>Values:</p> <p>Compassion - Though the environment is harsh and cold, our ancestors learned to live with warmth, kindness, caring and compassion.</p> <p>Avoidance of Conflict - The Inupiat way is to think positive, act positive, speak positive and live positive.</p> <p>Love and Respect for Our Elders and One Another - Our Elders model our traditions and ways of being. They are a light of hope to younger generations. May we treat each other as our Elders</p>	<p>1. All students will realize their full intellectual potential, with an emphasis on reading, writing, and math.</p>	<p>1.1. Allow teachers to focus on our core teaching. (6-30-2014)</p>	<p>M: % complete T: 100%</p>	<p>1.1.3. Have one site-based literacy coach at each site. (District Leadership) (6-30-2010)</p>
		<p>1.2. Increase student attendance by decreasing absenteeism by 20% at each school. (6-30-2009)</p>	<p>M: % decrease in student absenteeism T: 20%</p>	<p>1.2.1. Recommend changes to the NSBSD attendance policy. (District Leadership) (6-30-2010)</p> <p>1.2.2. Create a district promotion policy that is based on attendance, work completion and skill acquisition that is outcomes based. (District Leadership) (6-30-2010)</p> <p>1.2.5. Develop intervention strategies through a brainstorming session by principals, and others on improving student and staff. (District Leadership) (6-30-2010)</p> <p>1.2.6. Influence AK to change PFD release dates. (District Leadership to state leadership) (District Leadership) (6-30-2014)</p> <p>1.2.7. Influence ASRC to change release dates. (with Borough and ASRC) (District Leadership) (6-30-2014)</p>
	<p>2. Integrate the Inupiat language, history and culture into the curriculum.</p>	<p>2.1. Launch and sustain pre-K3/K4 immersion program and expand the pre-K3/K4 Inupiat language and culture based program slope wide. (9-30-2009)</p>	<p>M: % complete T: 100%</p>	<p>2.1.1. Design K3/K4 Inupiat language and culture based program structure with the assistance of local experts. (District Leadership) (6-30-2010)</p>
		<p>3. Actively engage parents, businesses and the community to become partners in our children's education.</p>	<p>3.2. Board: One board member will visit each village once per year to host community dialogue. (Board) (6-30-2014)</p> <p>3.4. Elders and Community: Engage the community in the future of their culture and kids through volunteerism. (6-30-2014)</p>	<p>M: # of village visits by Board members T: 7</p> <p>M: # of volunteers district wide</p>

<p>have taught us.</p> <p>Cooperation - Together we have an awesome power to accomplish anything.</p> <p>Humor - Indeed, laughter is the best medicine!</p> <p>Sharing - It is amazing how sharing works. Your acts of giving always come back.</p> <p>Family and Kinship - As Inupiaq people we believe in knowing who we are and how we are related to one another. Our families bind us together.</p> <p>Knowledge of Language - "With our language we have an identity. It helps us to find out who we are in our mind and in our heart."</p> <p>Hunting Traditions - Reverence for the land, sea and animals is the foundation of our hunting traditions.</p> <p>Respect for Nature - Our Creator gave us the gift of our surroundings. Those before us placed ultimate importance on respecting this magnificent gift for their future generations.</p> <p>Humility - Our hearts command we act on goodness. Expect no reward in return. This is part of our cultural fiber.</p> <p>Spirituality - We know the power of prayer. We are a spiritual people.</p>				<p>3.4.5. Rethink role of HSF to facilitate community engagement. (Involve the HSF, SAC, Tribal, principals and board.) (District Leadership) (6-30-2010)</p>
				<p>3.4.6. Craft a resolution to assert the right to autonomy over programs by indigenous boards and committees. (District Leadership) (6-30-2010)</p>
				<p>3.4.8. Set up an exchange with Greenland and across the Arctic. (District Leadership) (6-30-2010)</p>
				<p>3.4.9. Convene a bi-annual Community Education Summit in 2009 that is action oriented in 2009. (District Leadership) (6-30-2010)</p>
	4. Strengthen the recruitment, retention and professional development of highly-qualified and effective staff.	4.1. Hiring and Recruiting: Improve the hiring and on-boarding process for all employees. (6-30-2014)		4.1.3. Build a community of school district employees through village visits with sports teams, off-site principals' meetings, etc. (District Leadership) (6-30-2010)
		4.2. Retention: Reduce staff turnover by 20% in Fall 2010. (9-30-2010)	M: Retention rate T: 80%	4.2.4. Increase staff attendance by revising the policy. (District Leadership) (6-30-2010)
		4.3. Training and Development: Provide professional development and succession planning for employees in support of the goals in the strategic plan. (6-30-2014)	M: Professional development planning T: 100%	4.3.2. Continue admin mentoring (District Leadership) (6-30-2010)
	5. Effectively employ our financial, operational and technological resources.	5.4. Foster effective and collaborative communication to sustain a culture of unity and trust. (6-30-2014)	M: % complete T: 100%	5.4.1. Ensure collaborative decision making on initiatives that impact the schools with all stakeholders in our communities. (District Leadership) (6-30-2010)
				5.4.2. Provide consistent and effective communication throughout the District so everyone feels connected. (District Leadership) (6-30-2010)
				5.4.3. Provide periodic (site-based) parent communication regarding student progress. (District Leadership) (6-30-2010)