Company: **North Slope Borough School District**
Plan: **Strategic Plan**

Strategic Plan

Foundation

Our Mission

Our schools will work closely with parents and communities to ensure our students:

- Excel in reading, writing, and mathematics,
- Understand and treasure the values, culture, history and language of the Iñupiat people,
- Understand their responsibility to family and community,
- Enter higher education and/or the workforce.

Our Core Values

Compassion - Though the environment is harsh and cold, our ancestors learned to live with warmth, kindness, caring and compassion.
Avoidance of Conflict - The Inupiaq way is to think positive, act positive, speak positive and live positive.
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 have taught us.
Cooperation - Together we have an awesome power to accomplish anything.
Humor - Indeed, laughter is the best medicine!
Sharing - It is amazing how sharing works. Your acts of giving always come back.
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.
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."
Hunting Traditions - Reverence for the land, sea and animals is the foundation of our hunting traditions.
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.
Humility - Our hearts command we act on goodness. Expect no reward in return. This is part of our cultural fiber.
Spirituality - We know the power of prayer. We are a spiritual people.

Educational Philosophy

How we will get there

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 Priorities and District Goals

Instructional Focus

1. All students will realize their full intellectual potential, with an emphasis on reading, writing, and math.

1.1. Allow teachers to focus on our core teaching.
1.2. Increase student attendance by decreasing absenteeism by 20% at each school.
1.3. Fully implement a K-12 culturally integrated curriculum with grade-level expectations and that is outcomes based across the district.
1.4. Strive to implement the culturally sensitive schedule/calendar in Fall 2011.

2. Integrate the Iñupiaq language, history and culture into the curriculum.

2.1. Launch and sustain pre-K3/K4 immersion program and expand the pre-K3/K4 Inupiaq language and culture based program slope wide.
2.2. Establish the Qargi concept at each site by fall 2014.
2.3. Increase the number of trained Iñupiat teachers by growing and employing local teachers by working with our local education partners (Ilisagvik and other partners). Work on an alternative path to certification such as Teacher Certification program and on the job training.
2.4. Initiate dialogue with community and elders to assist the District in teaching Iñupiaq language, values, and culture.

Community and Family Engagement

Students Parents Community

3. Actively engage parents, businesses and the community to become partners in our children's education.

3.1. School climate: Share best practices across/between schools to handle disciplinary issues and build a dialogue concerning academic achievement needs.
3.2. Board: One board member will visit each village once per year to host community dialogue.
3.3. Parents: Empower parents in their children education to enhance attendance through hosting regular parent events, promoting volunteering and continual parental communication.
3.4. Elders and Community: Engage the community in the future of their culture and kids through volunteerism.

Educators, Staff & Board Development

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.
4.2. Retention: Reduce staff turnover by 20% in Fall 2010.
4.3. Training and Development: Provide professional development and succession planning for employees in support of the goals in the strategic plan.
4.4. Maximize our local workforce by growing and employing local teachers. Continue to develop teaching staff by launching an indigenous Teacher Certification program by working with the DEED.

Organizational and Financial Stewardship

5. Effectively employ our financial, operational and technological resources.

5.1. Continue to effectively employ our financial resources and align the budget with strategic goals and maintain a balanced budget.
5.2. Proactive operational support to provide academically enriching classrooms.
5.3. Utilize technology as a tool to facilitate learning, communication and collaboration.
5.4. Foster effective and collaborative communication to sustain a culture of unity and trust.

Key Performance Indicators

How we measure success

Measure	Target

Vision

What our business will look like

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 Iñupiat 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. Our students will know their destiny. They will have the tools and skills to make life choices here on the Slope or wherever they live.

Implementation

How we make strategy a habit