



# North Slope Borough School District

2010-2015 Strategic Plan: 2014-15 School Year For FY15

*Full Strategic Plan w/Progress Created by OnStrategy*

## 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

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

**Compassion** - Though the environment is harsh and cold, our ancestors learned to live with warmth, kindness, caring and compassion.

**Avoidance of Conflict** - The Iñupiaq 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 Iñupiaq 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

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.

## 2010-2015 STRATEGIC PLAN: 2014-15 SCHOOL YEAR - PROGRESS AT-A-GLANCE

District Objectives	Measure	EOY Target	Actual	Status
1.1 CAIM: Complete Year 5 of the cycle for curriculum alignment, integration and mapping effort based on the Iñupiaq Learning Framework; establish the Sustainability Plan to ensure CAIM is sustained over time.	Complete/YR 5 cycle	100%	100%	 As of 05/30/15
1.2 Academic Success: Students will be proficient or excel in academic areas at a rate equal to or higher than National Standards.	33% students meeting standards (9% over FY14)			 As of 05/30/15
1.3 Technology 2.0: Enable student focused technology integration as a creative medium for student learning and ensure that teachers are technologically proficient in order to achieve this.	% increase in student participants (over FY14)	100%	100%	 As of 05/30/15
1.4 Student Wellness/Safe School: Enhance student wellness through implementation of a district driven wellness program which encompasses safe school, as well as spiritual, social, cultural, environmental, emotional, physical and economic well-being.	Wellness Plan Implementation	100%	100%	 As of 04/14/15
2.1 Qargi Concept: Implement the Qargi Concept at each site.	Qargi concept established	100%		 As of 12/19/14
2.2 Partnerships: Increase community and business partnerships to build mutual understanding, responsibility and investment in the education of our youth.	On target; Increase in partnerships	100%		 As of 12/19/14
2.3 Family and Elders: Gain Family/Elder regular involvement, presence and participation in the schools as a powerful influence to improve attendance and school climate.	% students with 90% attendance or above; Increased district attendance overall.	20%		 As of 04/14/15
2.4 SAC: Increase the effectiveness of SACs in all communities.	50% increase in # of participants; 75% participation of sites (or 6 out of 8)	50%		 As of 12/19/14
2.5 Board: Increase community dialogue, awareness and participation through one Board Member visiting each village once per year.	# villages visited	8		 As of 12/19/14
2.6 Calendar: Implement with each community a culturally sensitive calendar that maintains an academic focus throughout.	% complete	100%	50%	 As of 05/27/15
2.7 Community Awareness: Increase awareness on the Slope around the progress and positive momentum happening at NSBSD.	Completed proposal	100%		 As of 12/19/14
3.1 Hiring and Recruiting: Improve the hiring and on-boarding process for all employees.	Process improvement (status of supporting objectives)	100%	90%	 As of 05/30/15
3.2 Retention: Maintain a staff turnover rate lower than the Alaska rural average.	% turnover rate; lower than AK rural average (30% = EOY Target)	100%	100%	 As of 05/30/15
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.	% complete; Relevant PD offerings	100%		 As of 12/19/14
3.4 Local Workforce: Maximize our local workforce by growing and employing local staff.	% increase in local employees			 As of 12/19/14

3.5 Teacher Evaluation: Provide teacher support through an updated evaluation process that meets new State requirements using the Danielson Framework.	Process improvement/updated evaluation system	100		 As of 12/19/14
4.1 Transparency: Continue to improve and implement transparency and credibility by strengthening financial policies and controls in the budget process.	Strengthened policies and controls	100%		 As of 12/19/14
4.2 Learning Environment: Provide classroom environments conducive to learning through proactive operational support including increased focus on efficiency and decreasing our energy consumption.	% complete/on target	100%		 As of 12/19/14
4.3 Technology Hardware: Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication and collaboration, especially in the villages.	% complete	100%	90%	 As of 05/30/15

# 2010-2015 STRATEGIC PLAN: 2014-15 SCHOOL YEAR - PROGRESS DETAIL

## 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 CAIM: Complete Year 5 of the cycle for curriculum alignment, integration and mapping effort based on the Inupiaq Learning Framework; establish the Sustainability Plan to ensure CAIM is sustained over time. (06/30/15)**







Measure:  
Complete/YR  
5 cycle


EOY Target:  
100%

Actual:  
100%

Status:  
  
As of 05/30/15

*Comments on Status: 5/30/15: On target for FY15; Continuing Initiative 12/19/14: Status based on average progress of supporting objectives*

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>1.1.1 Refine the process of replacing commercial products with culturally relevant materials. (DILT) (CDT) (IED) (Curriculum and Instruction)</p> <p><i>Comments on Status: 5/22/15: Continuing to replace materials as units are identified. Culturally relevant math materials are in place K-6. The district librarian is ordering classroom sets of materials when teachers notify her of the need for specific sets.</i></p>	07/01/14, 06/30/15	100% Articulated Process	100%	 As of 05/21/15
<p>1.1.2 Deploy and maintain the multi-layered, interactive web portal to be added to the NSBSD website that will house the Inupiaq Learning Framework and content. (Curriculum &amp; Instruction) (IT) (Inupiaq Education)</p> <p><i>Comments on Status: The Information Technology Department (IT) continues to work on this with the Inupiaq Education Department (IED) and the Ed Technology Departments (ED Tech).</i></p>	07/01/14, 06/30/15	100% Web portal deployment		 As of 05/27/15
<p>1.1.3 Continue to communicate with communities about curriculum alignment, integration and mapping efforts; convene community steering committees. (CDT) (Board) (Superintendent) (Assistant Superintendent)</p> <p><i>Comments on Status: Community and site events, including cultural days communicate information about the CAIM process and ongoing work.</i></p>	07/01/14, 06/30/15	7 # of steering team meetings - 1 for each of 7 content areas	7	 As of 05/25/15
<p>1.1.4 Convene a follow up meeting with community steering committee members to review Units and give feedback as cultural experts in conjunction with CAIM in-services in 2014 (Assistant Superintendent)</p> <p><i>Comments on Status: In-services and CAIM writing days have provided the venue for discussion on unit reviews with feedback from cultural experts. This feedback helps provide the needed information to prepare for Implementation.</i></p>	07/01/14, 06/30/15	100% Complete	100%	 As of 05/25/15
<p>1.1.6 Provide training and time to develop curriculum mapping during district-wide in services. (CDT/Assistant Superintendent) (Curriculum and Instruction)</p> <p><i>Comments on Status: We have provided time for teams to work on mapping and consultants for guiding the mapping process. In ELA we have provided consultants that are completing the mapping for us. We can't possible have 100% of units in all areas developed by 6/30/15 under the current process, but will have one more unit. However, we have reached 100% in providing time to work on mapping.</i></p>	07/01/14, 06/30/15	100% Unit development	100%	 As of 05/21/15
<p>1.1.7 Complete activities as designated in the CAIM 5 year plan for FY 2015. (Curriculum and Instruction) (CDT) (Assistant Superintendent)</p> <p><i>Comments on Status: Seven strands to CAIM have been put into place. These include: Language Arts, Math, Science, Social Studies, PE and Health, CTE and the Arts. Continued work is done on CAIM units by teachers and consultants and</i></p>	07/01/14, 06/30/15	100% Implementation of 5-Year Plan	100%	 As of 05/25/15

units are being reviewed. Teachers are implementing units at site and giving feedback. Spring and fall training with CDTs and CCATs will focus on Cornerstone Assessments and Implementation.				
1.1.8 Ensure curriculum is aligned to ILF and AK State Standards, using the Unit Review Rubric, and that teachers receive professional development on the full implementation of AK State Standards and integration of local culture. (Curriculum and Instruction)  <i>Comments on Status: More units became *R after reviews this last summer and fall. This is done as units are completed and turned in to the review team. Teachers are all currently working on units but most reviews will take place in the spring and summer.</i>	07/01/14, 06/30/15	100% % Approve *R Units	100%	 As of 05/30/15

**1.2 Academic Success: Students will be proficient or excel in academic areas at a rate equal to or higher than National Standards. (06/30/15)**

Measure:  
33%  
students  
meeting  
standards  
(9% over  
FY14)

EOY Target:




Actual:

Status:



As of 05/30/15

*Comments on Status: 4/14/15: Will go into next year after standard setting is adopted by state board. 12/19/14: Status based on average progress of supporting objectives*

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
1.2.1 Develop an alternate village program model (at selective sites) to meet the needs of our students with the intent of improving academic achievement and graduation rates. Sites will research models, pilot program(s) and report progress at the end of each semester of implementation. (Principals) (Res Center Vlg Coordinator)  <i>Comments on Status: 5/21/15: First Model: AKP started a model of alternative education in which they hired an alternative teacher, added special intensive terms and provided extended day opportunities for students to participate in music, dance and other artistic related activities. Intensive courses included a cultural option for camping and arctic survival skill development activities. second model: Other sites such as Nuiqsut, Wainwright and Pt. Hope offered distance Ed. courses to students. Dual Credit courses were offered to students. In both instances, students were able to complete these on an independent basis with some teacher support but not necessarily having dedicated classroom time. Third Model: As a result of planning this year for the 2015/16 school year, an additional full time alternative Ed teacher will be funded in Pt. Hope, and Nuiqsut, Atkasuk, Wainwright, and Pt. Lay will be setting specific periods in which a teacher will be available to offer alternative programming in the form of distance Ed courses, Iisagvik intensive in NCCER Core and basic welding. Fourth Model: Project based instructional strategies were researched and a pilot was conducted at Barrow High School and is continuing in summer school. This project based model supports the CAIM initiative and there are encouraging signs that it is inspiring students who have been previously unengaged in school. In addition, Meade River school is planning to pilot the project based alternative approach school wide in 2015/16 school year. Kiita will also be piloting this model in selected classes. Fifth Model: Pt. Lay has adjusted their schedule for a seven period day next year to offer more electives, have more collaboration of planning among their teachers and help students create career plans.</i>	07/01/14, 06/30/15	3 # of models 5	5	 As of 05/21/15
1.2.2 Increase opportunities for summer school and credit recovery to ensure availability at every site for every student that needs it. (Principals) (Curriculum and Instruction)  <i>Comments on Status: 12/15/14: On Target. Credit recovery offered to students as needed in a variety of ways, including being able to work on credit recovery APEX courses in school libraries or classrooms during the school day, and before or after school depending on what works at each school. I have requested ratio of students who need recovery to students receiving recovery services. The ratio will not be complete until summer, when students who don't have time in their schedule during the school year for credit recovery can participate in the summer program.</i>	07/01/14, 06/30/15	100% Ratio: % of students who need services to % available	100%	 As of 05/30/15
1.2.3 Select elementary science materials that align with the CAIM effort. (Curriculum and Instruction)	07/01/14, 06/30/15	100% Recommendation made to Board	100%	 As of 05/21/15

<p>Comments on Status: 5/21/15: Science materials selected and a budget developed. Budget must be approved by the board and materials adopted by spring.</p>				
<p>1.2.4 Provide opportunity for after school Tutorial Programs. (Principals) (Curriculum and Instruction)</p> <p>Comments on Status: After-school tutoring is provided at each school through Indian Ed. Funding.</p>	07/01/14, 06/30/15	100% Implement tutoring programs	100%	 As of 05/21/15
<p>1.2.5 Incorporate Cycles of Collective Inquiry into the District Writing Assessment. (Principals) (Curriculum and Instruction)</p> <p>Comments on Status: We have had our first assessment, which will serve as a baseline for Cycles of Collective Inquiry. This will have to continue next year when we have new writing curriculum.</p>	07/01/14, 06/30/15	100% Complete		 As of 05/21/15
<p>1.2.6 Continue development of K3/K4 program with a focus on integration of early literacy, mathematics and the Iñupiaq Learning Framework. (Iñupiaq Education) (Curriculum and Instruction)</p> <p>Comments on Status: 5/22/15 On target- units that were previously created by Inupiaq Ed have been made available to include in ECE.</p>	07/01/14, 06/30/15	100% 8 ECE UbD Collaborative Units	100%	 As of 05/21/15
<p>1.2.7 Continue district-wide focus and implementation of the PLC/RTI initiative by facilitating prof dev and by continuing to require quarterly Cycles of Collective Inquiry. (Principals) (Teachers) (Curriculum and Instruction)</p> <p>Comments on Status: Professional Development took place with new hires and all principals in August, the BLTs in September, A follow up phone conference meeting with BLTs took place in December. Cycles of Collective Inquiry are currently in process. 5/22/15 All cycles of collective inquiry are completed and filed on the website and in binders with C&amp;I Administrative Assistant</p>	07/01/14, 06/30/15	100% Quarterly Cycles of Inquiry	100%	 As of 05/21/15
<p>1.2.8 Evaluate each site's Cycles of Collective Inquiry and monitor progress on each site's RTI Self-Assessment Tool. (Principals) (PLC Review Team). (Curriculum and Instruction)</p> <p>Comments on Status: 5/21/15: Cycles of Collective Inquiry are mostly currently in process, and when completed are being sent to the email box and reviewed by the Rtl team. The Rtl Self-Assessment tool will be addressed at the January Rtl conference and district work day.</p>	07/01/14, 06/30/15	100% Completed documents reviewed by Principals/PLC	100%	 As of 05/21/15
<p>1.2.9 Identify and continue the development of Career Pathways for North Slope specific career clusters. (CDT) (Assistant Superintendent) (Curriculum and Instruction)</p> <p>Comments on Status: 12/15/14: Pathways were determined and some assigned to groups in August, and the Coordinator of the Residential Center and Village Secondary is continuing to work on pathways and new resources for developing pathways. 5/21/15: Pathways are identified- development of the pathways based on place based instruction and local business participation is ongoing.</p>	07/01/14, 06/30/15	5 # Career Specific Secondary-Post Pathways	5	 As of 05/21/15
<p>1.2.10 Maintain On the Job Training (OJT) Programs at all sites, expanding in the villages. (Curriculum and Instruction) (Principals) (Curriculum and Instruction)</p> <p>Comments on Status: WAITING ON ACTUAL # OF SITES WITH OJT 5/21/15: We have expanded out opportunities for OJT, and have developed a stronger partnership with the Borough through which more OJT opportunities will be developed for all students in all villages.</p>	07/01/14, 06/30/15	9 # sites with OJT		 As of 05/30/15
<p>1.2.11 Increase student usage of AKCIS district-wide (Grades 7-12). (T: TBD- Determine Baseline) (Principals) (Counselors) (Curriculum and Instruction)</p> <p>Comments on Status: 12/15/14: On target; no data at this time 5/22/15: All students in grades 9-12 had AKCIS portfolio's. Next year, the Coordinator of Village Secondary will train counselors in more effectient use of the AKCIS portfolio.</p>	07/01/14, 06/30/15	100% Increase in # of students using AKCIS (Increase over FY14)	100%	 As of 05/21/15

<p>1.2.12 Continue to implement ELL strategies district-wide with emphasis on incorporating standards written in WIDA and professional development placed on the plan of service. (Principals) (Assessment and Accountability)</p> <p><i>Comments on Status: 4/14/15: Elp testing is complete but no data will be reported before mid june. 12/15/14:Melissa has been to 9 of the 11 sites to share ELP standards and strategies. She continues to follow the Plan of Service and share information with principals. ELP testing will start in January.</i></p>	07/01/14, 06/30/15	100% Meet/exceed State target AMAOs in exit criteria	75%	 As of 04/28/15
<p>1.2.13 Increase the number of school-wide Positive Behavioral Support programs in the District with specific focus on Kali School in FY15. (Principals) (Student Services)</p> <p><i>Comments on Status: 4/14/15: Continue</i></p>	07/01/14, 06/30/15	1 1 additional school sites with PBIS	100	 As of 05/26/15
<p>1.2.14 Provide staff development for school-wide Positive Behavioral Intervention and Support programs currently in place at Ipalook Elementary, Hopson Middle School, Point Hope, and Atqasuk. (IPK, HMS, PHO, ATQ &amp; PIZ Principals) (Student Services)</p> <p><i>Comments on Status: 4/14/15: Continue and Add NUI</i></p>	07/01/14, 06/30/15	4 # trainings held; 1 per each existing PBIS site	100	 As of 05/26/15
<p>1.2.15 Examine and attempt to overlap master schedules to best facilitate collaborative time district wide. (Principals) (Ed Tech) (Curriculum and Instruction)</p> <p><i>Comments on Status: 5/22/15: The master schedule is articulated with each of the school schedules, and villages are able to meet with a partner village for collaboration. Barrow schools collaborate with job alike within their own school.</i></p>	07/01/14, 06/30/15	100% Articulated Master Schedule; Joint village collaborative job-alike sessions	100%	 As of 05/21/15
<p>1.2.16 Continue to monitor EED requirements for Student Learning Objectives (SLO's). Utilize the District Evaluation Revision Committee to determine how SLO's will be incorporated into the District's new evaluation system. (Assessment &amp; Accountability) (Assistant Superintendent) (Curriculum and Instruction)</p> <p><i>Comments on Status: 5/22/15: The committee has met several times, and is addressing how to incorporate SLO's.</i></p>	07/01/14, 06/30/15	100% SLO incorporation into new evaluation system	100%	 As of 05/21/15
<p>1.2.17 Develop program recommendations for a Residential Center in Barrow with input from all communities. (Curriculum &amp; Instruction) (Res Center Vlg Coordinator)</p> <p><i>Comments on Status: 5/21/15: All villages were planned to be completed by April 1st. AKP meetings were cancelled twice- Once due to a funeral and second due to weather. ATQ was cancelled due to weather. Another attempt was made to complete these two meetings on June 2 but that was cancelled due to scheduling conflicts of team members. Plans will be made to complete these two villages after July.</i></p>	07/01/14, 06/30/15	100% # meetings (8); Plan completion 6	75%	 As of 05/21/15

**1.3 Technology 2.0: Enable student focused technology integration as a creative medium for student learning and ensure that teachers are technologically proficient in order to achieve this. (06/30/15)**


*Comments on Status: 5/30/15: Progress of supporting objectives are on target for FY15; many are continuing into the next school year. 12/19/14: On target; Status based on average progress of supporting objectives*

Measure:  
% increase in student participants (over FY14)









EOY Target:  
100%

Actual:  
100%

Status:  
  
As of 05/30/15

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
1.3.1 Review District Technology Plan and revise as needed. (Education Technology)	07/01/14, 06/30/15	100% Evidence District	100%	



<p>Comments on Status: Plan was introduced to new Site Techs and reviewed at first Site Tech meeting in September.</p>		<p>Tech Plan has been reviewed</p>		<p>As of 04/27/15</p>
<p>1.3.1.1 Ensure site specific needs are considered through monthly meetings with site technologists through April. (Education Technology)</p> <p>Comments on Status: Monthly meetings held Sept. through November. No meeting in December due to Winter Break schedules. Meetings held monthly through May.</p>	<p>07/01/14, 06/30/15</p>	<p>100% Monthly meetings</p>	<p>100%</p>	<p> As of 04/27/15</p>
<p>1.3.2 Increase technology literacy and competency in NSBSD; ensure that 5% of teachers and administrators complete Phase I of tech competencies and 4% of students participate in Tech Expo. (Education Technology)</p> <p>Comments on Status: Two teachers have completed competency phases at this time. Tech Expo, now known at NSBSD iDidaContest entries are not due until Dec. 12; however, we currently have 19 submissions or approximately 1% of students. May 2015: 6% of students entered iDidacontest. 16% of teachers completed Phase 1 of tech competencies; 13% Phase 2, 8% Phase 3.</p>	<p>07/01/14, 06/30/15</p>	<p>100% 5% teachers/admins complete; 4% student participation in tech expo</p>	<p>100%</p>	<p> As of 04/27/15</p>
<p>1.3.2.1 Provide training opportunities to increase the technological competency of teachers and administrators. (Education Technology)</p> <p>Comments on Status: May 2015: 10 training sessions held for teachers and administrators (7 Teacher trainings; 3 admin trainings). 12/15/14: On target for mid-year; To Date, 6 training sessions have been delivered to teachers and administrators, two of which were site inservices. Of the four remaining sessions, two were for teachers at BHS and IPK and two were for district certified staff.</p>	<p>07/01/14, 06/30/15</p>	<p>10 # Trainings offered (T: 10+)</p>	<p>10</p>	<p> As of 05/30/15</p>
<p>1.3.2.2 Continue district-wide tech expo that provides a forum for students and teachers to publish academic projects aligned to state standards that integrate technology. (Education Technology)</p> <p>Comments on Status: Contest is underway. Contest completed January 16, 2015. Changed name of contest to iDidaContest</p>	<p>07/01/14, 06/30/15</p>	<p>100% Tech Expo continuation</p>	<p>100%</p>	<p> As of 04/27/15</p>
<p>1.3.2.3 Provide just in time technology PD for classified staff. (Education Technology)</p> <p>Comments on Status: May 2015: On target; # of Trainings as of May = 7. CO, Inupiaq Ed., Business Office, Assessment, C&amp;I, M&amp;O, BHS attended training. Ongoing initiative for FY16. Five training sessions have been offered specifically to address classified staff needs on VTC scheduling, website, and Facebook.</p>	<p>07/01/14, 06/30/15</p>	<p>7 # of departments/ schools served (create baseline in FY15)</p>	<p>7</p>	<p> As of 05/30/15</p>
<p>1.3.3 Develop and support increased academic offerings through distance education and emerging technologies. (Education Technology)</p> <p>Comments on Status: May 2015: I don't believe there has been an increase in offerings, however, this is not part of what my department does. This should be moved to C&amp;I. C&amp;I is scheduled to piloting OPEN (petroleum education distance delivered course.) Other course offerings are being identified and developed by C&amp;I.</p>	<p>07/01/14, 06/30/15</p>	<p>100% Increase (over FY14) of distance delivered academic offerings.</p>		<p> As of 05/30/15</p>
<p>1.3.3.1 Provide a variety of blended learning opportunities (including but not limited to Apex, AKLN, CILC, teachersdomain.org, Safari Montage) for students across the District. (Education Technology)</p> <p>Comments on Status: May 2015: These continued to be offered, however it is not my department. This activity should be moved to C&amp;I if it is continued. Blended learning opportunities offered at all sites include: Apex, Carnegie math, Safari Montage, Lexia, Achieve 3000, potential pilot for OPEN (Petroleum Education), ArMap (Arctic Research Mapping Application).</p>	<p>07/01/14, 06/30/15</p>	<p>100% Variety of academic resources offered</p>	<p>100%</p>	<p> As of 05/30/15</p>
<p>1.3.3.2 Plan for and pilot video course delivery. (Education Technology)</p> <p>Comments on Status: Contacted Ute Kaden at UAF to schedule an observation of her video delivery class to students. She was unwilling to commit to an observation. May 2015: Sent informal proposal to Asst. Superintendent regarding possible studio space. It is problematic to create a multi year schedule for video courses when we have no dedicated space, content, or teachers to provide such. Have been exploring utilizing modules from FAB LAB</p>	<p>07/01/14, 06/30/15</p>	<p>100% A multi-year schedule for video course</p>		<p> As of 04/27/15</p>


to pilot course delivery next year. Funding is being sought through CITC.

**1.4 Student Wellness/Safe School: Enhance student wellness through implementation of a district driven wellness program which encompasses safe school, as well as spiritual, social, cultural, environmental, emotional, physical and economic well-being. (06/30/15)**


Measure:  
Wellness Plan  
Implementation


EOY Target:  
100%

Actual:  
100%

Status:  
  
As of 04/14/15

Comments on Status: 12/19/14: Status based on average progress of supporting objectives

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>1.4.1 Explore funding opportunities under wellness that are tied to community integration activities such as camping, hunting, fishing, etc. (Grants)</p> <p>Comments on Status: The current Wellness grant can fund activities that encourage physical activities.</p>	07/01/14, 06/30/15	100% Funding identified	100%	 As of 05/24/15
<p>1.4.2 Implement the comprehensive school wellness/safe-school design and wellness grant activities. (Wellness)</p> <p>Comments on Status: Farmers Market in Atqasuk has been very successful, they have had the market every month starting in Sept 27, Oct. 25, Nov 29, and the next schedule market is for Jan. 24, 2015 On the North Slope there are many communities without a grocery store. There are mini-stores in that community that sells soda and candy.... To address the food desert, the school student store is hosting a monthly "Farmer's Market." the market brought in 2000 lbs. of fresh fruit, vegetables, and eggs for the community of 300 people. This is not a fund raising event – this is a health promotion event. Grant funds were not used to support this activity – but the Farmer's Market is part of the growing awareness of healthy living. This grant is raising awareness and getting people to see issues and solve them! Atqasuk is going to send me some details on how this program is working so I can try to implement this in the other communities where fresh fruits and vegetables are not available on a regular basis. On November 5 the NSBSD and partners NSB Health Department did a radio show to hopefully educate people on the benefits of healthier choices and schedules for daily healthy events. Healthy Future Challenge - Nunamiut, Meade River, &amp; Harold Kaveolook are all registered in the challenge I will encourage the other sites to register. Barrow Biathlon Shoot-Off, Cross Country Meet, &amp; Rock Wall Climbing, Barrow and Village kids got to participate it took place in Barrow on September 18th – 21st. Barrow already had scheduled a Village Cross Country meet in Barrow for all the Villages so I implemented a couple other activities for the kids while they were here, in addition I got to show some of the Healthy Promotional Mini Clips during Breakfast, Lunch, &amp; Dinner for the kids to view provided by Lauren Kelsey, the events were very successful.</p>	07/01/14, 06/30/15	100% Program implementation		 As of 12/18/14
<p>1.4.3 Incorporate counseling CCAT into the CAIM. (Student Services) (Assistant Superintendent)</p> <p>Comments on Status: Counseling has been incorporated into the CAIM through the CTE CCATs. Since this is a new strand in CAIM full implementation has not been realized. The CTE CCATs have worked to develop a vision and mission statement as well as macro maps. Units have been developed that fit under the counseling strand.</p>	07/01/14, 06/30/15	100% Complete	100%	 As of 05/25/15
<p>1.4.4 Articulate the relationship between behavioral health and the district. (Student Services)</p>	07/01/14, 06/30/15	100% Complete	100%	 As of 05/30/15
<p>1.4.5 Incorporate the School Climate data into the wellness plan. (Wellness)</p> <p>Comments on Status: The data has not been incorporated into the District Wellness Plan</p>	07/01/14, 06/30/15	100% Complete		 As of 12/18/14

<p>1.4.6 Establish district procedures according to State regulations on school physicals. (Assessment and Accountability)</p> <p><i>Comments on Status: 4/14/15: Will go into next year with handbook update 12/15/14: The data base of student demographics has been updated to include a field for student physical dates upon entry to school. A form has been created for health care providers to complete for any preK students receiving a physical. The student handbook requires updating.</i></p>	<p>07/01/14, 06/30/15</p>	<p>100% Procedures established</p>	<p>90%</p>	<p> As of 04/15/15</p>
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**2 We will actively engage parents, Elders, businesses and the community as partners in our children's education.**





**2.1 Qargi Concept: Implement the Qargi Concept at each site. (06/30/15)**

*Comments on Status: 12/19/14: Status based on average progress of supporting objectives*

Measure:  
Qargi  
concept  
established

EOY Target:  
100%

Status:  
Actual:   
As of 12/19/14


School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
2.1.1 Articulate a plan for community rollout of Qargi. (Board) (Inupiaq Education)  <i>Comments on Status: A plan has been developed for each village Qargi. Travel to each site and town meetings have been successful at all but one site. That site will hold its town meeting in the spring.</i>	07/01/14, 06/30/15	100% Plan developed		 As of 12/18/14
2.1.2 Schedule and conduct site visits at Kali and Meade River School. Hold a Community Leadership Meeting in Barrow. (IED) (Board)  <i>Comments on Status: Conducted Meade River Community Meeting and Kali Community and Leadership Meeting. Meade River Leadership Meeting and Barrow Leadership Meeting scheduled for January and February. Completed all meetings, included Glen Szymoniak in final Barrow Leadership Meeting in April.</i>	07/01/14, 06/30/15	100% 2 site visits conducted		 As of 06/09/15
2.1.3 Articulate plan for incorporation of budget considerations inclusive of the implementation of the Qargi Concept in budget process. (Inupiaq Education) (Board)  <i>Comments on Status: Waiting for the completion of Leadership Meetings. Completed all the meetings and have all the raw material. Target is for Inupiaq Education Department to complete report for August Retreat. Then should be able to include in December FY16 Budget Revision.</i>	07/01/14, 06/30/15	100% Plan developed		 As of 06/09/15
2.1.4 Develop Qargi regional recommendations separated by district and other entity initiatives. (Inupiaq Education) (Board)  <i>Comments on Status: Completed all the meetings and have all the raw material. Target is for Inupiaq Education Department to complete report for August Board Retreat.</i>	07/01/14, 06/30/15	100% Recommendations developed		 As of 06/09/15



**2.2 Partnerships: Increase community and business partnerships to build mutual understanding, responsibility and investment in the education of our youth. (06/30/15)**






*Comments on Status: 12/19/14: Status based on average progress of supporting objectives*

Measure:  
On target;  
Increase in  
partnerships

EOY Target:  
100%

Status:  
Actual:   
As of 12/19/14

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
2.2.1 PLACEHOLDER FOR FY16: Share responsibility for perpetuating the Inupiaq language by initiating dialogue and involving the community and Elders. (Inupiaq Education) (Board)	07/01/15, 06/30/16	8 # of sessions led by Board		 As of 11/17/14
2.2.2 Include partners in the wellness activities including policy revisions. (Grants) (Wellness)	07/01/14, 06/30/15	100% Process on target		 As of 12/18/14

Comments on Status: Wellness committee has not yet met, we have met with key partner NSB Health Dept.				
2.2.3 Participate in the North Slope Leadership Team Local Workforce Initiative. (Superintendent)  Comments on Status: 12/15/14: No Action 5/2/15: The group has not met. The team did travel to villages as part of RLC travel, but the only RLC travel that was scheduled a time Superintendent could participate were canceled due to weather.	07/01/14, 06/30/15	100% Process on target		 As of 05/02/15
2.2.4 Tap into the science community, build partnerships and pull in local expertise to enhance the science curriculum. (Curriculum and Instruction)  Comments on Status: 5/22/15: We held meetings with Iliisagvik staff, NSB wildlife staff and other researchers to build the partnership and develop a process to utilize local expertise and arctic researchers to enhance not only the science curriculum but to make ties to other develops that are occurring in response to arctic climate change.	07/01/14, 06/30/15	100% Process on target	100%	 As of 05/21/15
2.2.5 Partner with the North Slope Borough Workforce Initiative. (Superintendent) (Assistant Superintendent)  Comments on Status: EXPO is a Career Fair that took place in January, 2015. Students attended from all sites. This, in addition to other Borough Workforce trainers working in villages, provides support to our students for career placement. A Career Fair is being planned for FY'16 also.	07/01/14, 06/30/15	100% Complete	100%	 As of 05/25/15
2.2.6 Continue to partner with the Borough on the day care program supporting local workforce. (Assistant Superintendent)  Comments on Status: Progress is continuing on opening the two designated daycares. One will be in Nuiqsut and one in Barrow. Remodels of daycare centers are behind but are slated to open shortly.	07/01/14, 06/30/15	2 Plans for day care centers	2	 As of 05/25/15
2.2.7 Develop mini-partnerships to enhance student's awareness to specific fields; pull in local expertise to make students aware of jobs available. (Curriculum and Instruction)  Comments on Status: 5/22/15: We have strengthened partnerships with the borough, city, and native corporations to enhance career development, and we have added the option of a senior project, which will include research into current topics impacting the communities, such as climate change. We also participate in the newly formed work-force development group that meets monthly to increase awareness of local jobs and prepare students for participation in the work force. We are also holding a 2-day career fair in January with over 400 students and many agencies that are volunteering to participate and providing materials in order to provide students with a superb career awareness experience.	07/01/14, 06/30/15	100% Partnerships developed	100%	 As of 05/21/15


**2.3 Family and Elders: Gain Family/Elder regular involvement, presence and participation in the schools as a powerful influence to improve attendance and school climate. (06/30/15)**


Comments on Status: 4/14/15: Final attendance data is not available. 12/19/14: Status based on average progress of supporting objectives.


Measure:  
% students with 90% attendance or above; Increased district attendance overall.

EOY Target:  
20%

Actual:

Status:  
  
As of 04/14/15

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
2.3.1 Engage members of the community (including Elders) in Core Content Area Team work Steering Committee reviews. (Assistant Superintendent) (Curriculum & Instruction) (Iñupiaq Education)  Comments on Status: Steering Committee meetings have been planned for February and March for each of the CAIM Strands.	07/01/14, 06/30/15	100% Community members engaged		 As of 12/18/14

<p>2.3.2 Involve Elders in the development of Qargi and get Elder involvement in Qargi education systems. (Board) (Iñupiaq Education)</p> <p><i>Comments on Status: Elders were involved in the Leadership Team planning for each village Qargi.</i></p>	<p>07/01/14, 06/30/15</p>	<p>2 2 meetings re: Qargi</p>		<p> As of 12/18/14</p>
<p>2.3.3 PLACEHOLDER FOR FY16: Meet with city councils and other local groups to emphasize attendance during Board member visits to schools and villages. (Principals) (Board)</p>	<p>07/01/15, 06/30/16</p>	<p>8 8, # communities</p>		<p> As of 11/17/14</p>
<p>2.3.4 Analyze and share the school climate data to identify opportunities to improve attendance. (Assessment and Accountability)</p> <p><i>Comments on Status: The December Principal Teleconference reviewed the SCCS results and a dialogue was opened about the data reflecting opportunities to increase attendance. Principals were encouraged to review school improvement plans and incorporate ideas generated from the SCCS results. We will survey again the last week of February 2015</i></p>	<p>07/01/14, 06/30/15</p>	<p>100% Complete</p>	<p>100%</p>	<p> As of 04/28/15</p>
<p>2.3.5 Work with community, businesses and partners to communicate the importance of attendance and implement school improvement and attendance incentive awards for the school and community. (Assessment &amp; Accountability) (Grants) (Principals)</p> <p><i>Comments on Status: In partnership with ASRC and the funds provided through Arctic Stars: HMS purchases incentives for improved attendance and behavior. This is provided through HMS: Wolf of the Week. These incentives are also tied to our school wide PBIS program. Creation and implementation of "Read to Me" opportunity for parents and community members to read with students during read to self block. Pilot "Remind" application/phone app. which allows teachers to communicate with parents via-cell phone. This allows teachers to communicate with parents regarding: attendance, homework, class activities to attend. Student generated news letter to parents and community that include topics regarding: attendance, school happenings, student progress, school successes. School wide spirit/community gathering four times a year to celebrate student success.</i></p>	<p>07/01/14, 06/30/15</p>	<p>100% Implementation of 4 district-wide incentives</p>		<p> As of 12/16/14</p>
<p>2.3.5.1 Report the occurrence of Attendance Award Incentive Events to the Grants Office so that information can be reported back to the grantor. (Grants) (Principals .)</p> <p><i>Comments on Status: Shell is not sponsoring pizza parties – it did not appear to have improved attendance. Principals have the option of using Arctic Stars funds for incentive awards.</i></p>	<p>07/01/14, 06/30/15</p>	<p>100% Complete</p>		<p> As of 12/16/14</p>
<p>2.3.6 Create partnerships for learning parent teams at each building, using John Hopkins University Model. (Grants &amp; Partnerships) (Assessment &amp; Accountability) (Principals)</p> <p><i>Comments on Status: The state required STEPP plan incorporates community/parent involvement and the STEPP team includes parents.</i></p>	<p>07/01/14, 06/30/15</p>	<p>100% 11 functioning teams</p>		<p> As of 12/16/14</p>
<p>2.3.7 Work with Board to implement two initiatives generated by Qargi meetings district-wide. (Board) (Iñupiaq Education)</p> <p><i>Comments on Status: Initiatives are being identified and developed in order for Board to work with IED.</i></p>	<p>07/01/14, 06/30/15</p>	<p>100% Identification &amp; successful implementation of 2 Qargi ideas</p>		<p> As of 12/18/14</p>





**2.4 SAC: Increase the effectiveness of SACs in all communities. (06/30/15)**

*Comments on Status: 12/19/14: Status based on average progress of supporting objectives*

Measure:  
50%  
increase in #  
of  
participants;  
75%  
participation  
of sites (or 6  
out of 8)

EOY Target:  
50%

Status:  
  
Actual:  
As of 12/19/14


School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
2.4.1 Do a needs assessment on area for SAC training from Roles and Responsibilities. (Superintendent)  <i>Comments on Status: Chose New SAC Member Orientation as priority. Waiting for all sworn in and now for holiday. Did a Survey Monkey based on Roles and Responsibilities in Board Policy and district initiatives such as CAIM and Qargi.</i>	07/01/14, 06/30/15	100% Complete needs assessment		 As of 05/02/15
2.4.2 Host one Barrow onsite SAC training. (Superintendent)  <i>Comments on Status: Did in conjunction with Five Year Strategic Plan Development.</i>	07/01/14, 06/30/15	100% 1 Barrow Training		 As of 12/16/14
2.4.3 Provide continuing staff development to SACs on partnerships and school improvement (Superintendent)  <i>Comments on Status: Scheduled for second semester. Included SAC's in each school's state required School Improvement Plan which mandated partnerships. Also brought significant, meaningful and real decisions to the SAC's in order to improve their stature.</i>	07/01/14, 06/30/15	100% Process on target; SAC Development		 As of 06/09/15
2.4.4 Provide a framework to the staff for the Board SAC report that includes the Epstein areas. (Superintendent)  <i>Comments on Status: Used Alak SAC Model and incorporated by Meade River Report. May 2, 2015: Each contact with SAC from Board secretary included the Epstein framework and asked to use in report. It was used intermittently.</i>	07/01/14, 06/30/15	100% Framework developed		 As of 05/02/15




**2.5 Board: Increase community dialogue, awareness and participation through one Board Member visiting each village once per year. (06/30/15)**





*Comments on Status: 12/19/14: Status based on average progress of supporting objectives*

Measure:  
# villages  
visited

EOY Target:  
8

Status:  
  
Actual:  
As of 12/19/14

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
2.5.1 Assign a Board member to each village. (Board)  <i>Comments on Status: Done when Board following Board Reorganization in November 2014.</i>	07/01/14, 06/30/15	100% Complete		 As of 06/09/15
2.5.2 Visit each school and village. (Consider whether school or village – Board is not doing Barrow School Visits, do they want to?) (Board)  <i>Comments on Status: Doing in conjunction with Qargi and Residential Leadership Center community visits. Finished with Board Member graduation travel. Every school had at least one Board Member visit at some time in the year.</i>	07/01/14, 06/30/15	11 # schools visited		 As of 06/09/15
2.5.3 PLACEHOLDER FOR FY16: Meet with SAC's at each village visit. (Board)	07/01/15, 06/30/16	8 # SAC's visited		 As of 11/17/14


<p>2.5.4 Host community dialogue at village visits. (Board)</p> <p><i>Comments on Status: Doing in conjunction with Qargi and Residential Learning Center community visits. Most, but not all villages had community dialogue during Board visits. Board Members were available for dialogue, but those schools which did not have a Qargi Meeting or a Residential Learning Center session, did not have a formal dialogue.</i></p>	07/01/14, 06/30/15	8 # of total meetings		 As of 06/09/15
<p>2.5.5 PLACEHOLDER FOR FY16: Meet with city councils and other local groups during village visits to emphasize attendance. (Principals) (Board)</p>	07/01/15, 06/30/16	8 # of meetings/village visits		 As of 11/17/14
<p>2.5.6 Follow up on Qargi Concept in community and schools through Board village visits. (Board)</p> <p><i>Comments on Status: The Board was not able to host any follow up due to lack of a final report on Qargi recommendations.</i></p>	07/01/14, 06/30/15	8 Qargi related village visits		 As of 06/09/15
<p>2.5.7 PLACEHOLDER FOR FY16: Create a Community Outreach Forum in each village - a sustained group to drive site-specific solutions (led by the Board). (Board)</p>	07/01/15, 06/30/16	100% Community Outreach Forum established		 As of 11/17/14

**2.6 Calendar: Implement with each community a culturally sensitive calendar that maintains an academic focus throughout. (06/30/15)**





Measure:  
% complete

EOY Target:  
100%

Actual:  
50%

Status:  
  
As of 05/27/15

*Comments on Status: 12/19/14: Status based on average progress of supporting objectives*


School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>2.6.1 Evaluate the calendars for cultural relevance and academic focus against the culturally sensitive calendar rubric when developing 2016 Calendar for site. (Board) (Principals)</p> <p><i>Comments on Status: Created and distributed scoring guide/rubric for culturally responsive calendar and asked for SAC to incorporate in process. Deadline for submission is February for March Board Meeting.</i></p>	07/01/14, 06/30/15	100% Complete		 As of 12/16/14
<p>2.6.2 Develop a rubric for culturally sensitive calendar (Inupiaq Education)</p> <p><i>Comments on Status: Site calendars have been developed using a rubric established by the Inupiaq Education Department to honor the cultural and seasonal activities.</i></p>	07/01/14, 06/30/15	100% Rubric developed		 As of 12/18/14
<p>2.6.3 Identify calendar considerations for live Distance Ed. (Education Technology)</p> <p><i>Comments on Status: Considerations include common training times for host and guide teachers and students, common course meeting time during the day, common course length of time, common semester schedule, common break/holiday schedules, site inservice and activity/sports schedules that accommodate live Distance Ed, host and guide teacher availability vis à vis preps during the day, student graduation requirement needs and schedule alignment of needed courses.</i></p>	07/01/14, 06/30/15	100% Complete		 As of 12/16/14
<p>2.6.4 Identify calendar considerations for district assessments. (Assessment and Accountability)</p> <p><i>Comments on Status: April testing has flexibility for sites preparing for cultural activities. Principals will work with A&amp;A to create individual April testing schedules in February.</i></p>	07/01/14, 06/30/15	100% Complete	100%	 As of 04/14/15



**2.7 Community Awareness: Increase awareness on the Slope around the progress and positive momentum happening at NSBSD. (06/30/15)**





Measure:  
Completed proposal

EOY Target:  
100%

Status:  


As of 12/19/14

Comments on Status: 12/19/14: Status based on average progress of supporting objectives

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>2.7.1 Develop a detailed proposal to increase community awareness. (Principals) (Grants)</p> <p>Comments on Status: Each site has included Parent/Community engagement activities in the STEPP plans. Principals have shared results during administration collaborative time.</p>	07/01/14, 06/30/15	100% Proposal	100%	 As of 05/24/15
<p>2.7.2 Conduct radio shows encompassing a common strategic theme (every School/Dept to do one). (Principals) (Superintendent)</p> <p>Comments on Status: Schedule complete, shows throughout year. May 2, 2015: Radio shows were conducted throughout the year and are now scheduled for the remainder of the year.</p>	07/01/14, 06/30/15	100% Radio shows conducted for each site/dept.		 As of 05/02/15
<p>2.7.3 Develop Facebook presence at every site. (Education Technology)</p> <p>Comments on Status: Every site that has requested a Facebook presence has had one developed. Some school sites do NOT want a Facebook presence.</p>	07/01/14, 06/30/15	100% Complete	100%	 As of 04/27/15
<p>2.7.4 Launch Qargi.com and communicate out to the district. (Iñupiaq Education)</p> <p>Comments on Status: Work is continuing on this with the Ed Tech Department.</p>	07/01/14, 06/30/15	100% Website Luunched		 As of 12/18/14

**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. (06/30/15)**

*Comments on Status: 5/30/15: 90% on target per HR; Ongoing effort into next 5-Year Plan. 12/19/14: Status based on average progress of supporting objectives*

Measure:  
Process improvement (status of supporting objectives)

EOY Target:  
100%

Actual:  
90%

Status:  
  
As of 05/30/15


**3.2 Retention: Maintain a staff turnover rate lower than the Alaska rural average. (06/30/15)**







*Comments on Status: 5/30/15: YTD New Retention is at 71.9%. 12/19/14: Status based on average progress of supporting objectives*

Measure:  
% turnover rate; lower than AK rural average (30% = EOY Target)

EOY Target:  
100%

Actual:  
100%


Status:  
  
As of 05/30/15

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
3.2.1 Strengthen additional retention and stability efforts for all staff. Implementation of at least one initiative/activity to promote retention at each site. (Principals)	07/01/14, 06/30/15	11 1 initiative per site		 As of 12/16/14
3.2.2 Complete a culture camp experience for teachers and curriculum unit development by teachers to increase retention. (Implement the plan in FY15 and evaluate the plan in FY16.) (Inupiaq Education)  <i>Comments on Status: Culture camps have been completed for FY '15 for all sites except Kaktovik and Wainwright. These will be completed before the end of the school year. Culture camps are being planned for FY '16.</i>	07/01/14, 06/30/15	9 # camps implemented		 As of 12/18/14
3.2.3 Identify resources to sustain Culture Camps for staff. (Grants)  <i>Comments on Status: The NSBSD currently has a planning grant and we are on target to apply for an implementation grant.</i>	07/01/14, 06/30/15	100% Resources identified	100%	 As of 04/27/15
3.2.4 Hold district-wide staff appreciation events in association with all Inupiat Days. (IED) (Superintendent)  <i>Comments on Status: Done in conjunction with Inuit Day, Thanksgiving and Christmas; school choice.</i>	07/01/14, 06/30/15	100% Staff appreciation events		 As of 12/16/14
3.2.5 Target hard-to-fill positions (classification and salary study) to be more competitive in the work-force. (Human Resources)  <i>Comments on Status: 5/30/15: Salary study/MOA in process. Obtain/review the classification study – 2009-2010 NSB Salary &amp; Job Desc. Information for review</i>	07/01/14, 06/30/15	100% Study/plan completed	50%	 As of 05/30/15
3.2.6 Develop an appreciation plan for classified staff. (Leadership Team) (Principals) (Human Resources)  <i>Comments on Status: Appreciation Plan for classified staff has been on-going at the HR level by providing verification of services for employees that have longevity. It is my recommendation that staff appreciation begin at the supervisor level, per site, per department, annually.</i>	07/01/14, 06/30/15	100% Appreciation plan	75%	 As of 05/30/15







**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. (06/30/15)**

Measure:  
% complete;  
Relevant PD  
offerings

EOY Target:  
100%

Status:  
  
As of 12/19/14

Comments on Status: 12/19/14: Status based on average progress of supporting objectives

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>3.3.1 Board Development &amp; Training: Maintain (and evaluate) a Professional Development Plan for the Board. (Superintendent)</p> <p>Comments on Status: Developed and adjusted based on Board interest. Implementing monthly. Provided monthly PD through Worksession and Meeting Information items. Developed budget for off-slope professional development responsive to Board priorities.</p>	07/01/14, 06/30/15	100% PD Plan		 As of 06/09/15
<p>3.3.2 Implement a tracking and management system for all required staff training. (Principals) (HR) (AA) (Human Resources)</p> <p>Comments on Status: HR would like to receive recommendations.</p>	07/01/14, 06/30/15	100% Complete	50%	 As of 05/30/15
<p>3.3.3 Train staff in Iñupiaq history, culture, language and philosophy. (Iñupiaq Education)</p> <p>Comments on Status: Trained ILTs, Classified and Certified Teachers in Inupiaq history, culture, language and philosophy through the teaching of the Inupiaq Learning Framework. This training continues with each CAIM In-service to district staff.</p>	07/01/14, 06/30/15	11 1 training per school		 As of 12/18/14
<p>3.3.4 Ensure that we incorporate culture, history, language and philosophy into all professional development. (All Depts to own) (IED supporting all) (Iñupiaq Education)</p> <p>Comments on Status: Trained ILTs, Classified and Certified Teachers in Inupiaq history, culture, language and philosophy through the teaching of the Inupiaq Learning Framework. This training continues with each CAIM In-service to district staff.</p>	07/01/14, 06/30/15	100% Process on target		 As of 12/18/14
<p>3.3.5 Articulate and implement a plan for just-in-time training for teachers throughout the year. (Curriculum and Instruction)</p> <p>Comments on Status: 5/21/15 Plans are established to have the district math coach and the contracted literacy consultant at schools with new hires at the beginning of the 2015-16 school year and throughout the year. The plan has been articulated, and while implementation was sidetracked with various endeavors and so many new staff in leadership, we are getting back on track with the plan and increasing our just-in-time training for the second half of the year.</p>	07/01/14, 06/30/15	100% Plan implementation	100%	 As of 05/21/15
<p>3.3.6 Develop a comprehensive/long-range PD plan that incorporates state-required training as well as those that support our strategic direction. (Assistant Superintendent)</p> <p>Comments on Status: Professional Development is at the heart of our administrative team's work. In-service dates, both district-wide and on site- have been incorporated into school calendars for FY'16. Mandatory training has been identified and is to be completed by fall.</p>	07/01/14, 06/30/15	100% Plan developed	100%	 As of 05/25/15

**3.4 Local Workforce: Maximize our local workforce by growing and employing local staff. (06/30/15)**

Comments on Status: 12/19/14: Status based on average progress of supporting objectives

Measure:  
% increase  
in local  
employees

EOY Target:

Actual:

Status:



As of 12/19/14

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>3.4.1 Design and implement program to support and encourage community members to become certified teachers. (IED) (Iñupiaq Education)</p> <p>Comments on Status: 5/30/15: Ongoing/networking with Illisagvik; continuing this initiative to next 5-year plan. Work continues on the process of designing and implementing a program that encourages community members to become certified teachers.</p>	07/01/14, 06/30/15	100% Program implementation	75%	As of 05/30/15
<p>3.4.1.1 3.4.4.1 Indigenous Teacher Certification program to increase the number of Iñupiaq people certified as teachers. (working on what the program will look like beyond year 4) (Iñupiaq Education)</p> <p>Comments on Status: Teacher certification programs are being explored that offer certification that increases the number of Inupiaq teachers in our district.</p>	07/01/14, 06/30/15	100% % of Year 4 of 4		As of 12/18/14
<p>3.4.1.2 Develop a career ladder for para-professionals (with Illisagvik). (Human Resources)</p> <p>Comments on Status: Illisagvik was unable to obtain a grant to sustain these efforts.</p>	07/01/14, 06/30/15	100% Career ladder developed		As of 05/30/15
<p>3.4.2 Participate in job recruitment events for community members. (Human Resources)</p> <p>Comments on Status: 5/30/15: Ongoing effort; HR was not asked to participate by the coordinator. NSBSD HR will be participating in the Career Expo, Jan. 15, 2015</p>	07/01/14, 06/30/15	100% Recruitment event participation	50%	As of 05/30/15

**3.5 Teacher Evaluation: Provide teacher support through an updated evaluation process that meets new State requirements using the Danielson Framework. (06/30/15)**

Comments on Status: 12/19/14: Status based on average progress of supporting objectives

Measure:  
Process  
improvement/updated  
evaluation system

EOY Target:  
100





Actual:

Status:



As of 12/19/14

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>3.5.1 Develop performance evaluations for certified staff that comply with new state requirements. (Evaluation Revision Committee) (HR) (Assistant Superintendent)</p> <p>Comments on Status: The Evaluation Committee completed work on the new Evaluation Plan and submitted it to the Board of Education for approval. It was approved on May 5, 2015 and will be posted on the district's website by June 30, as required by the Department of Education and Early Development.</p>	07/01/14, 06/30/15	50% Instrument developed	100%	As of 05/25/15
<p>3.5.2 Pilot new evaluation tool with two schools and provide menu of options to principals. (Assistant Superintendent)</p> <p>Comments on Status: The new Evaluation Plan was piloted at both Anaktuvut Pass and Barrow High School for School Year FY'15.</p>	07/01/14, 06/30/15	100% On target; 2 school pilots	100%	As of 05/25/15
<p>3.5.3 Train all principals in Danielson Framework for Teaching Evaluation Model 2014-2015 (Assistant Superintendent)</p> <p>Comments on Status: All principals received training on the Danielson Teacher</p>	07/01/14, 06/30/15	100% All Principals trained	100%	As of 05/25/15

<i>Effectiveness Model and the Inter-Rater Reliability portion of the Evaluation Plan.</i>				
<p>3.5.4 Begin to train and provide professional development to all teachers in the Danielson Framework for Teaching. (Assistant Superintendent)</p> <p><i>Comments on Status: All teachers in NSBSD were trained in the Danielson Teacher Effectiveness Model in FY'15. Inservicing was given during district-wide in-service dates and in March each village received an additional day with our state-wide Danielson trainer.</i></p>	07/01/14, 06/30/15	100% Training & PD provided	100%	 As of 05/25/15
<p>3.5.5 Integrate cultural standards for teachers and schools into the certified staff performance evaluations. (Assistant Superintendent)</p> <p><i>Comments on Status: Cultural standards are embedded in the new evaluation model. However, Jana Harcharek, our Director of Inupiaq Education Program has worked extensively with Melissa Linton, the Danielson consultant in Alaska, to provide rubrics for teachers and principals to use in understanding the depth of cultural history and spirituality. These rubrics will provide support for teachers as they plan their own lessons, guiding them in the district's cultural expectations.</i></p>	07/01/14, 06/30/15	100% Process operationalized	100%	 As of 05/25/15
<p>3.5.6 Adapt the national evaluation best practices to fit the NSBSD. (Eg. Video Bank) (Assistant Superintendent)</p> <p><i>Comments on Status: The Evaluation Committee has worked to adopt best practices as a part of our training for use with the Danielson model. Our committee works regularly with DEED and other state information to identify best practices for our district.</i></p>	07/01/14, 06/30/15	100% Process on target	100%	 As of 05/25/15
<p>3.5.7 Ensure that Staff Evaluations are connected to the goals of the Strategic Plan. (Principals) (Evaluation Revision Committee) (Human Resources) (Assistant Superintendent)</p> <p><i>Comments on Status: Staff Evaluations are being completed at this time on non-tenured certified staff. Improvement of academic achievement is a focus of our Strategic Plan as well as the state mandated evaluation process. Our Evaluation Process also includes the cultural standards as well as communicating with families. These are strategic plan goals.</i></p>	07/01/14, 06/30/15	100% Instrument developed	100%	 As of 05/25/15

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

**4.1 Transparency: Continue to improve and implement transparency and credibility by strengthening financial policies and controls in the budget process. (06/30/15)**

Measure:  
Strengthened policies and controls






EOY Target:  
100%

Actual:

Status:  


As of 12/19/14


*Comments on Status: 12/19/14: Status based on average progress of supporting objectives*

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>4.1.1 Propose any necessary policy changes to NSBSD's Board of Education for approval. (Business Office)</p> <p><i>Comments on Status: May - on target; ongoing New process put in place by the board.</i></p>	07/01/14, 06/30/15	100% Process on target	100%	 As of 05/30/15
<p>4.1.2 Conduct an external review of financial internal control processes. (Business Office)</p> <p><i>Comments on Status: Not involved in goal setting, need to understand the expectation. What budget will pay for external reviewer(s)?</i></p>	07/01/14, 06/30/15	100% Process on target		 As of 05/30/15
<p>4.1.3 Bring recommendation for status quo or changes in staffing in the finance office to Superintendent. (Business Office)</p> <p><i>Comments on Status: May - On target; process is ongoing Coordinator was approved for staffing change. Others will be brought forth through the budgeting process.</i></p>	07/01/14, 06/30/15	100% Process on target	100%	 As of 05/30/15
<p>4.1.4 Provide periodic reports to Directors/Principals related to YTD budget status. (Business Office)</p> <p><i>Comments on Status: May - on target; ongoing process YTD actuals vs budgets have been given to leadership August, September, October and November.</i></p>	07/01/14, 06/30/15	100% Consistent reporting	100%	 As of 05/30/15
<p>4.1.5 Provide training at Leadership/Principal Team Meetings related to systems (pertinent materials posted globally to ensure access). (Business Office)</p> <p><i>Comments on Status: May - on target; ongoing Training materials including policy, procedures, flowcharts, and forms. Materials were made available through different media's including; hard copies, jump drives and web site.</i></p>	07/01/14, 06/30/15	100% Consistent trainings	100%	 As of 05/30/15





**4.2 Learning Environment: Provide classroom environments conducive to learning through proactive operational support including increased focus on efficiency and decreasing our energy consumption. (06/30/15)**

Measure:  
%  
complete/on  
target

EOY Target:  
100%

Status:  
  
As of 12/19/14

Comments on Status: 12/19/14: Status based on average progress of supporting objectives


School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>4.2.1 Continue to incorporate student and community perspective into a transparent design process to integrate the Inupiaq culture into school's architecture. (Inupiaq Ed) (M and O)</p> <p><i>Comments on Status: May - Initiative is carry-forward to next school year and 5-year plan. 12/17/14 - 3 projects recently undertaken have included considerable local input with regards to communities' needs wants and design criteria specifically; Tikigaq school design includes an elevated running track requested by the community and the realignment of the entire site plan contemplated in original PAR to satisfy community desires. Harold Kaveolook School 's new gym construction was sited as a consequence of a community meeting who's attendees voted in unison with the exception of one person to build the gym in the location on which it is being built. Meade River School - design team is currently in process of being selected. RFP requires several community meetings, goals of which include the requirement to solicit community input into the ultimate design and energy conservation methods.</i></p>	07/01/14, 06/30/15	100% Process on target	50%	 As of 05/30/15
<p>4.2.2 Institutionalize an art in the school process (inclusive of design process and the committee process). (M and O)</p> <p><i>Comments on Status: May - Carry-Over initiative to next school year/5-year plan. 12/17/14 - A plan is currently being drafted incorporate an art component pursuant to the Alaska Percent for Art program. Program expected to be present for approval or comment at March Board meeting.</i></p>	07/01/14, 06/30/15	100% Complete	50%	 As of 05/30/15
<p>4.2.3 Develop new Educational Specifications for district CIP process which supports the district's educational program. (Principals) (Leadership Team) (M and O)</p> <p><i>Comments on Status: 12/17/14 - a process has been initiated and implemented that includes an education specification component of all project analysis reports (PARs). This requirement will be included in all PARs for new construction or renovation of school facilities.</i></p>	07/01/14, 06/30/15	100% Complete	50%	 As of 05/30/15
<p>4.2.4 Develop an energy efficiency strategy district-wide. (M and O)</p> <p><i>Comments on Status: May - To be further addressed in next school year/carrying over to FY16 plan. 12/17/14 - The initial energy strategy implementation has been included in the 3 projects mentioned here-in part as of the design requirement. The district-wide energy strategy is being addressed in a site by site process and will not be district wide until updates have been completed.</i></p>	07/01/14, 06/30/15	100% Complete		 As of 05/30/15
<p>4.2.5 Expand the new maintenance management system to include inventory control, facility use module and material cost tracking. (M and O)</p> <p><i>Comments on Status: May - on target; ongoing to next school year. 12/17/14 - SchoolDude has been implemented for preventative maintenance and maintenance direct. The next modules implemented will include inventory control and building use scheduling.</i></p>	07/01/14, 06/30/15	100% Complete	75%	 As of 05/30/15
<p>4.2.6 Explore alternative location for Kiita 2014-2015 (working with local partners) (M and O)</p> <p><i>Comments on Status: May - Ongoing into next school year. 12/17/14 - alternative locations are being identified. Site analysis is underway. Board direction will eventually choose the most appropriate site. A building developed for use by the Kiita School is number 2 on the CIP list for 2015.</i></p>	07/01/14, 06/30/15	100% Complete	50%	 As of 05/30/15

**4.3 Technology Hardware: Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication and collaboration, especially in the villages. (06/30/15)**

Measure:  
% complete

EOY Target:  
100%





Actual:  
90%






Status:  
  
As of 05/30/15

*Comments on Status: 5/30/15: On target for FY15 but ongoing focus/priority for next 5-year plan.*

School/Department Objectives and Team Member Objectives	Start Date, End Date	EOY Target Measure	Actual	Status
<p>4.3.1 Conduct department-head/principal training and develop universal reports/templates for the district for data analysis, collaborative meetings, etc. (central data analysis person) in order to operationalize the data warehouse. (Asst &amp; Acct) (C&amp;I) (Education Technology)</p> <p><i>Comments on Status: 4/14/15: All map data is entered into the system. AIMSWEB data will be entered by mid-May.</i></p>	07/01/14, 06/30/15	100% Training plan to implement	75%	 As of 04/27/15
<p>4.3.1.1 Increase/allocate capacity to a central data analysis person to maintain and manage this process. (Ed Tech) (Janet Valentour)</p> <p><i>Comments on Status: Two district staff attended Inform training in October. This needs to be moved to the correct department. Ed Tech has assisted in creating mapping to data in the Inform system so scores can be uploaded, but Ed Tech has not participated in the data analysis activities of the District, which are historically part of Assessment and Accountability.</i></p>	07/01/14, 06/30/15	100% Complete		 As of 04/28/15
<p>4.3.2 Troubleshoot and evaluate ALIO Intelligence to ensure ability to implement the program. (Information Technology)</p> <p><i>Comments on Status: Working with the Business office to finalize solution.</i></p>	07/01/14, 06/30/15	100% Evaluation complete		 As of 12/19/14
<p>4.3.3 Train admin and support staff to use ALIO intelligence reporting system. (Business Office)</p> <p><i>Comments on Status: The ALIO Intelligence reporting server (not the program) is not yet stable enough to insure access from points outside of Barrow. Working with IT to fix that and creating usable reports for leadership.</i></p>	07/01/14, 06/30/15	100% Training complete		 As of 05/30/15
<p>4.3.4 Continue training on the use of the website. (Education Technology)</p> <p><i>Comments on Status: Five training sessions specific to the website have been delivered since August. May 2015: Training sessions were not requested after the Fall; offerings received no participants after Fall. Recommend Ed Tech take over department page updates unless a department wants to continue updates. Frequent staff turnover makes it difficult to keep all staff updated in some of the departments.</i></p>	07/01/14, 06/30/15	100% Process on target	100%	 As of 04/27/15
<p>4.3.5 Ensure all appropriate staff are trained to use VTC and desktop video (jabber) system. (Education Technology)</p> <p><i>Comments on Status: One VTC training session was held for staff new to the VTC scheduler. Jabber video session support was held for principals two times this year. Jabber training and support for District staff was held twice this year. [Consider changing the measure to reflect trainings that are held according to staff need as determined by interest in offerings. Two trainings per quarter do not reflect the actual need in the District. Initial training in the beginning of the year to get users familiar with the technology is what has been needed.]</i></p>	07/01/14, 06/30/15	8 # of trainings - 2 per quarter	100	 As of 04/27/15
<p>4.3.6 Continue to ensure tech funding for capital improvement procurement. (M and O)</p> <p><i>Comments on Status: May - on target; ongoing 12/17/14 - funding for tech is a priority and included in each annual CIP request.</i></p>	07/01/14, 06/30/15	100% Funding secured	100%	 As of 05/30/15
<p>4.3.7 Collaborate with Ed Tech and IT to establish IT standards for appropriate purchases. (M and O)</p>	07/01/14, 06/30/15	100% Process operationalized	75%	 As of 05/30/15



<p><i>Comments on Status: May - Ongoing; carry-over into next school-year plan. 12/17/14 - IT division is continuously consulted and provides info for both hardware and software which can be appropriately funded by CIP funding.</i></p>				
<p>4.3.8 Create, vet and implement Style Guidelines for the district to ensure consistency in local and global communications. (Education Technology)</p> <p><i>Comments on Status: NSBSD Style Guidelines document is in progress. May 2015: Need to carry over to next year in order to be able to present to support staff.</i></p>	07/01/14, 06/30/15	100% Process on target	80%	 As of 04/27/15
<p>4.3.9 Operationalize the program School-Dude/IT direct. (Ed Tech) (Information Technology)</p> <p><i>Comments on Status: Finalizing ITAMD Database reconciliation and user notification and access features.</i></p>	07/01/14, 06/30/15	100% Program operationalized	75%	 As of 05/30/15
<p>4.3.10 Continue to lobby for bandwidth equity/improved connectivity on the Slope. (Board) (Superintendent)</p> <p><i>Comments on Status: Incorporated into Board adopted Legislative Priorities and articulated particular needs and legislative actions. May 2, 2015: The rural Broadband funds were restored in the legislature. The Superintendent testified at Finance Committee meetings and wrote legislators to support.</i></p>	07/01/14, 06/30/15	100% Process on target	100%	 As of 05/30/15
<p>4.3.11 Operationalize the web filtering system. (Principals) (Information Technology)</p> <p><i>Comments on Status: We are currently 100% operational, and 100% ERATE compliant.</i></p>	07/01/14, 06/30/15	100% % of implementation	100%	 As of 05/30/15

 Not Started   
 Deferred   
 On Target   
 Off Target   
 Waiting on Someone   
 Critical   
 Achieved