



North Slope Borough School District

2015-20 Strategic Plan Mid-Year Report for 2015-16 School Year - *Priority Objectives*

Full Strategic Plan w/Progress Created by OnStrategy

Status Key

-  Not Started
-  Deferred
-  On Target
-  Off Target
-  Waiting on Someone (Or Additional Info)
-  Critical
-  Achieved

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, able to integrate Iñupiaq knowledge and values with Western ways. Our curriculum and instruction are place and culture-based. Attendance rate is above average. Our parents, students and community members are committed to education and meaningfully engaged. More of our teachers are our own graduates and speak Iñupiaq. 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. The School Board uses the Five Year Strategic Planning process as the overarching planning tool for the district; this plan is augmented by other department and state required plans such as the Six Year Capital Improvement Plan and School Improvement Plans. 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 the student's own interest, learning styles, cultural background and abilities.

STRATEGIC THEMES

- Maintain high expectations and rigorous standards.
- Teach, honor, and model Iñupiaq values and connection to the land.
- Provide comprehensive professional development that is meaningful, relevant, and promotes the Whole Child approach.
- Promote respect throughout our schools and community; this value is key to the success of our students.
- Incorporate culture beyond curriculum into all aspects of our work including facilities and operations.
- Foster the collective spirit of volunteerism (in students, community, parents, and staff).
- Celebrate cultural diversity and global awareness.

(From Strategic Plan Goal #2 Academic Success)

Implement Alaska Standards with high performance expectations for all students on State, National, and Local authentic assessments.

- 2.1 Define success beyond Statewide Standards.
- 2.2 Implement culture-and place-based units across academic subjects.
- 2.3 Provide cultural training and hands-on experiences for teachers to enhance cultural understanding and integration.
- 2.4 Ensure all students are proficient or advanced in academic areas measured by state and district standards.

(From Strategic Plan Goal #3 Community Responsibility)

Foster collective responsibility, commitment, and trust by making schools safe from bullying, drugs, and alcohol.

- 3.1 Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.
- 3.2 Integrate community projects into the curriculum to increase student involvement in the community, and foster the spirit of volunteerism.
- 3.3 Increase teacher and school staff involvement in community and village events.
- 3.4 Improve community relations through effective communication.

(From Strategic Plan Goal #5 Staff Recruitment and Retention)








Strengthen the recruitment and retention of highly effective staff and inspire indigenous Iñupiaq teachers.

- 5.1 Develop the systems by which to inspire, develop, and recruit local teachers.
- 5.2 Improve the hiring and onboarding process for all employees.
- 5.3 Support and retain quality teachers, administrators, and staff.

(From Strategic Plan Goal #6 Financial and Operational Stewardship)

Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

- 6.1 Ensure financial management based on what is best for our students.
- 6.2 Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication, and collaboration.
- 6.3 Schools designed for students incorporating culture beyond curriculum into all aspects of our work, including facilities and operations.
- 6.4 Ensure safe, modern, and high-performing learning facilities.

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

2015-20 STRATEGIC PLAN (2015-16 SCHOOL YEAR) - PROGRESS DETAIL

STUDENT ACHIEVEMENT STRATEGIC GOALS & DISTRICT OBJECTIVES


2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.





2.1 Authentic Assessment: Define success beyond Statewide Standards. (06/30/16)

Comments on Status: 2/16/16: Progress of supporting objectives are generally on target, see evidence based comments below. Progress of Authentic Assessment (% of Cornerstones written and implemented) TBD.

Measure:
% of
Cornerstones
Written &
Implemented

Target:

Status:
Actual: 
40%
40%
As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
2.1.1 Develop, pilot, refine and implement Cornerstone assessments (3 year process). (Curriculum Development Team) (Assistant Superintendent) <i>Comments on Status: The Math strand of Project Umiaq is now developing Cornerstone Assessments</i>	01/01/16, 06/30/16	100% Cornerstone Assessments	50%	 As of 02/16/16
2.1.2 Review current assessments for validity and utility as authentic performance indicators. (Curriculum and Instruction) (Assessment and Accountability) <i>Comments on Status: Clarification is needed. All district and state assessments are valid and reliable. Any assessments created in district, have not been submitted to A&A.</i>	01/01/16, 06/30/16	100% Review complete/documented	0%	 As of 02/10/16
2.1.3 Design district-wide authentic writing assessments, and process for collective scoring. (Curriculum and Instruction) <i>Comments on Status: The process began at the beginning of year, but due to staffing has not progressed since the end of Semester 1. Common rubrics have been established for grades K-8.</i>	07/01/15, 03/31/16	100% Writing Assessment Developed	25%	 As of 02/16/16
2.1.4 Operationalize the Data Warehouse. (Education Technology) (Assistant Superintendent) <i>Comments on Status: Mileposts, a Data Warehouse has been purchased and all sites have had initial training of using it.</i>	07/01/15, 06/30/16	100% Training Plan to Implement	50%	 As of 02/16/16


2.2 Cultural & Place-Based Units: Implement culture and place-based units across academic subjects. (06/30/16)








*Comments on Status: 2/16/16: Progress of supporting objectives are on target with the exception of a few objectives on hold or deferred. See comments below for detail. Mid-year status of *R grade level or core content area units implemented TBD.*

Measure:
All *R grade level or core content area units implemented

Target:
100%

Actual:
30%

Status:

-70%
As of 02/16/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
2.2.1 Implement units of the Project Umiaq. (Curriculum Development Team) (Assistant Superintendent) <i>Comments on Status: Teachers were given the expectation of implementing at least one Project Umiaq unit other than the one they are writing this year.</i>	07/01/15, 06/30/16	100% Plan Implementation	50%	 As of 02/16/16
2.2.2 Continue district-wide and site-wide training on Understanding by Design and Inupiaq Learning Framework. (Curriculum and Instruction) (Curriculum Development Team) (Assistant Superintendent) <i>Comments on Status: Three district in-services have focused on Project Umiaq this year. These in-services were in August, October and February.</i>	07/01/15, 06/30/16	100% Continued implementation	50%	 As of 02/16/16
2.2.3 Deploy the implementation guide and rubric for units. (Curriculum Development Team) (Assistant Superintendent) <i>Comments on Status: An initial implementation guide has been created and distributed. It will be revised as needed upon reviews.</i>	07/01/15, 06/30/16	100% Implementation	50%	 As of 02/16/16
2.2.4 Continue curriculum mapping for math, science, and language/arts. (Curriculum and Instruction) (Inupiaq Education Department) (Assistant Superintendent) <i>Comments on Status: Curriculum mapping for Math is almost done. Language Arts and Science continue to work on these maps.</i>	07/01/15, 06/30/16	100% Curriculum Mapping	50%	 As of 02/16/16
2.2.5 Identify a process and timeline for updating curriculum materials on a rotational basis. (Curriculum and Instruction) <i>Comments on Status: Began process for Elementary Core Reading Program adoption Feb 2016</i>	07/01/15, 06/30/16	100% Timeline developed	0%	 As of 02/20/16
2.2.6 Select K-12 science materials that align with the Project Umiaq effort. (Curriculum and Instruction) <i>Comments on Status: Due to staffing, this process has not moved forward since the end of Semester 1.</i>	07/01/15, 06/30/16	100% Science Alignment	0%	 As of 02/20/16
2.2.7 Design the research to monitor the effectiveness of Project Umiaq on academic success. (Curriculum and Instruction) <i>Comments on Status: Due to staffing, we do not have capacity to do this currently.</i>	07/01/15, 06/30/16	100% Research Design	0%	 As of 02/20/16

2.3 Cultural Integration: Provide cultural training and hands-on experiences for teachers to enhance cultural understanding and integration. (06/30/16)

Measure:
Ongoing
Cultural
Trainings

Target:
100%

Actual:
50%

Status:



-50%

As of 02/16/16

Comments on Status: 2/16/16: On target based on progress of supporting objectives. See detailed commentary below per objective.

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>2.3.1 Train staff in Inupiaq history, culture, language and philosophy. (Inupiaq Education)</p> <p>Comments on Status: Culture camps for teachers were held at each site except for Aĵak School which is scheduled for March. "Iñupiaq for Teaching," a course designed in partnership with Iļisaĵvik College for language learner teachers concluded in December. "North Slope Grammar for ILTs" commenced in January and will end in April. Jana Harcharek participated in the review of the core elementary reading series in February to provide guidance in looking at the materials with a cultural lens.</p>	07/01/15, 06/30/16	100% Ongoing Staff Trainings	65%	As of 02/11/16
<p>2.3.2 Continue to implement (enhance/improve upon) the culture camp experience for teachers. (Inupiaq Education)</p> <p>Comments on Status: Culture camps for teachers have taken place at all sites except for Aĵak School which is scheduled for March. Culture camps were written into the Cargill grant which was awarded ensuring that they will continue into the next school year.</p>	07/01/15, 06/30/16	100% Enhanced Culture Camps	90%	As of 02/11/16
<p>2.3.3 Promote participation in Iñupiaq Language courses for staff to become proficient (ie. VIVA, Rosetta Stone, Iļisaĵvik). (Inupiaq Education)</p> <p>Comments on Status: All teachers and staff have user names for access to VIVA. "Iñupiaq for Teaching," a 3 credit course designed for ILTs concluded in December and "North Slope Grammar for ILTs," a 1 credit course is ongoing. The Iñupiaq Education Dept. continues to provide translation assistance for teachers who are incorporating the language into their teaching.</p>	07/01/15, 06/30/16	100% Increased Iñupiaq language proficiency among staff	65%	As of 02/11/16
<p>2.3.4 Consistently use the pedagogy concomitant with the Inupiaq Learning Framework. (Curriculum and Instruction) (Inupiaq Education)</p> <p>Comments on Status: The Evaluation Tool incorporating the Alaska Cultural Standards for Educators that distinguishes the behaviors exhibited by culturally responsive educators and defines what educators should know and be doing in their teaching praxis was completed. This supplement to the Danielson Framework for Teaching includes "Possible Examples" and "Critical Attributes" delineating behaviors in the areas of Planning and Preparation; Classroom Environment; Instruction; and Professional Responsibilities.</p>	07/01/15, 06/30/16	100% Pedagogy Documented	50%	As of 02/11/16
<p>2.3.5 Develop culture based K-3 literature for inclusion in Language Arts. (Inupiaq Education)</p> <p>Comments on Status: Tagnak Rexford is writing a literature series that includes informational texts which will be incorporated into the language arts program.</p>	07/01/15, 06/30/16	100% Culture based K-3	50%	As of 02/11/16
<p>2.3.6 Develop a common calendar and schedule to include culturally-sensitive local needs (Principals) (Superintendent)</p> <p>Comments on Status: All site SAC's conducted surveys and submitted calendars for 2016-17.</p>	07/01/15, 01/31/16	100% Calendar Developed	100%	As of 02/15/16


2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards. (06/30/16)

Comments on Status: 2/16/16: Mid-Year status is on target based on progress of supporting objectives. Performance data/metrics will be provided at the end of the year.

Measure:
% Students Meeting State/District Standards

Target:
100%

Actual:
50%

Status:

-50%
As of 02/16/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>2.4.1 Promote high level of student attendance in order to achieve academic success. (Principals) (All Departments) (Superintendent)</p> <p><i>Comments on Status: Institute a waiver form to avoid dropping students during the "count period." 25% Recognize students and schools with the best attendance rates. Begin distribution of resources (staff and supplies) based on enrollment. 25% Increase attendance at each school from last year's numbers by 5% by March. 50%</i></p>	07/01/15, 06/30/16	100% 5% increase in Attendance	100%	 As of 02/15/16
<p>2.4.2 Establish district Student Learning Objectives in Math and Language Arts. (Curriculum and Instruction)</p> <p><i>Comments on Status: Pending state requirements and upcoming legislation.</i></p>	07/01/15, 06/30/16	100% SLOs developed	0%	 As of 02/20/16
<p>2.4.3 Continue development of K3/K4 program with a focus on integration of early literacy, mathematics, language development and the Iñupiaq Learning Framework. (Inupiaq Education Department) (Curriculum and Instruction)</p> <p><i>Comments on Status: Deferred due to staffing. In progress.</i></p>	07/01/15, 06/30/16	8 8 ECE UbD Collaborative Units	0	 As of 02/20/16
<p>2.4.4 Ensure that existing Professional Development supports the expression of high expectations for kids. (Curriculum and Instruction)</p> <p><i>Comments on Status: Prof. Dev. Committee was formed, they met weekly to survey teachers and plan for the upcoming inservice, and overall direction of district PD.</i></p>	07/01/15, 06/30/16	100% High Expectations in PD	50%	 As of 02/16/16
<p>2.4.5 Revise and provide implementation measures for the District Literacy Plan. (Principals) (Curriculum and Instruction)</p> <p><i>Comments on Status: Due to staffing, progress has not been made since the end of Semester 1.</i></p>	07/01/15, 06/30/16	100% Plan Implementation	0%	 As of 02/20/16
<p>2.4.6 Report and celebrate academic achievement to the community. (Principals) (Superintendent)</p> <p><i>Comments on Status: School Report Card to the public. Barrow Education Night. Test scores mailed home to parents.</i></p>	07/01/15, 06/30/16	100% Frequent reporting	50%	 As of 02/16/16
<p>2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% 1 Report per Semester	50%	 As of 02/12/16
<p>2.4.8 Continue to implement English Language Learners Strategies district-wide through the professional development based on the Limited English Proficient Plan of Service. (Principals) (Assessment and Accountability)</p> <p><i>Comments on Status: Eight of the 11 sites have received PD on Critical Vocabulary from the ELL Program Administrator. Sites included: Alak, Kali, Barrow High, Kiita, Kaveolook, Hopson, Meade River, and Ipalook. Meade River received PD on the Content and ELD Standards. Evidence to support include: sign-in sheets and agendas. Some sites have also responded to a feedback survey.</i></p>	08/11/15, 10/10/16	100% ELL Implementation	60%	 As of 01/26/16







<p>2.4.9 Leverage the District's manpower and resources to promote student academic achievement. (All Departments) (Superintendent)</p> <p><i>Comments on Status: District inservice topics focused on student achievement. 25% Teacher evaluations based on Danielson Criteria. 25% Ongoing training for teachers focused on student performance. 25% Teachers' and principals' input is used to determine inservice topics and trainers. 25%</i></p>	07/01/15, 06/30/16	100% Process on target	100%	 As of 02/15/16
<p>2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% Ongoing PD	50%	 As of 02/12/16
<p>2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% Assessment complete	50%	 As of 02/12/16
<p>2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction) (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% Utilization of summative assessments	50%	 As of 02/12/16
<p>2.4.13 Use the Response to Instruction process to address the academic and behavioral needs of students who are not proficient or advanced. (Curriculum and Instruction)</p> <p><i>Comments on Status: Ongoing.</i></p>	07/01/15, 06/30/16	100% Rtl implementation	50%	 As of 02/16/16
<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis. (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% Weekly postings (managed per site)	50%	 As of 02/12/16
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades to PowerTeacher on a weekly basis. (Principals)</p> <p><i>Comments on Status: 2/12/16: Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% Weekly postings (managed per site)	50%	 As of 02/12/16
<p>2.4.16 Build capacity among district employees through the training of new teachers and orientation to district programs. (Curriculum and Instruction)</p> <p><i>Comments on Status: PD Committee formed, inservices planned.</i></p>	07/01/15, 06/30/16	100% New teacher training/orientation	50%	 As of 02/16/16

3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.

3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations. (06/30/17)

Measure: Increased collaboration/participation at each site
 Target: 100%
 Actual: 50%
 Status:  -50%
 As of 02/20/16

Comments on Status: 2/20/16 Mid year status is on track based on progress of supporting objectives with the exception of an objective on hold or deferred.

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
3.1.1 Build partnership and pull in local expertise from the science community to enhance the science curriculum. (Curriculum and Instruction) <i>Comments on Status: Partnerships currently in place through grant-related outreach with local entities as well as UAF and NASA.</i>	07/01/15, 06/30/16	100% Science enrichment	50%	 As of 02/16/16
3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department) (Principals) <i>Comments on Status: 2/12/16: Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i>	07/01/15, 06/30/16	100% Local collaboration	50%	 As of 02/12/16
3.1.3 Incorporate local guides into the teacher culture camps. (Inupiaq Education) <i>Comments on Status: Local cultural experts were hired at each site with one site remaining.</i>	01/01/16, 06/30/16	100% Local guide incorporation	90%	 As of 02/11/16
3.1.4 Support community integration activities such as camping, hunting, fishing into instruction in the school. (Curriculum and Instruction) (Inupiaq Education) <i>Comments on Status: The principals should be the ones reporting on this. The Iñupiaq Education Dept. has provided guidance to principals as needed.</i>	07/01/15, 06/30/16	100% Community integration		 As of 02/11/16
3.1.5 Secure funding to support cultural activities for "Community in the Schools. (Grants) <i>Comments on Status: Title I sites all have "parent involvement" activities. KLC and KAK have funds for community activities. ASRC Arctic Stars can be used for Community in Schools activities. No other site has requested assistance in securing funds, or identified needed funds.</i>	07/01/15, 06/30/16	100% Funding Identified	54%	 As of 02/16/16
3.1.6 Populate and use Qargi.com as a venue for sharing cultural content. (Inupiaq Education) <i>Comments on Status: The firm of Iļisaunnat is on contract to inventory, digitize and upload materials. In addition, a temp is on board tasked with entering text and scanning illustrations of various district Iñupiaq related publications.</i>	07/01/15, 06/30/16	100% Utilization of Qargi.com	65%	 As of 02/11/16

3.2 Students in the Community: Integrate community projects into the curriculum to increase student involvement in the community and foster the spirit of volunteerism. (06/30/17)

Comments on Status: 2/20/16 Mid year status is somewhat on track based on progress of supporting objectives with the exception of an objective on hold or deferred.



Measure:
Increased
Student/Community
Involvement

Target:
100%

Actual:
25%

Status:

-75%
As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
3.2.1 Invite participation from local organizations to be the audience for student presentations. (Inupiaq Education) (Curriculum and Instruction) <i>Comments on Status: Can this be moved to Principals?</i>	07/01/15, 06/30/16	100% Increased local participation		 As of 02/11/16
3.2.2 Encourage community projects into ongoing unit development. (Curriculum Development Team) (Assistant Superintendent) <i>Comments on Status: Several units being developed include community projects such as science events. Other units involve participation by local people and some units are built by local experts.</i>	01/01/16, 06/30/16	100% Community project integration	50%	 As of 02/16/16

3.3 School in the Community: Increase teacher and school staff involvement in community and village events. (06/30/17)

Comments on Status: 2/20/16 Mid year status is on track based on progress of supporting objectives.





Measure:
Increased
Staff/Community
Involvement

Target:
100%

Actual:
80%

Status:

-20%
As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
3.3.1 Encourage schools and teachers to attend and become involved in community events. (Principals) (Superintendent) <i>Comments on Status: Conduct beginning of year culture camps. 25% Speak with school groups to support teachers becoming involved in the community. 25% Superintendent attends community events (Nalukataq, dances, funerals, games) 50%</i>	07/01/15, 06/30/16	Increased participation; Community Events	100%	 As of 02/15/16
3.3.2 Promote the community's ownership of the school. (Principals) (Superintendent) <i>Comments on Status: Host community events like funerals and community meetings. 25% Initiate community enhancement activities like food drops and community feasts. 25% Host community activities like evening basketball and whaling Captain meetings. 50%</i>	07/01/15, 06/30/16	100% Ongoing promotion	75%	 As of 02/15/16
3.3.3 Utilize the Facility Use Agreement to encourage use of the school building. (Principals) (Maintenance and Operations) <i>Comments on Status: This is a Principals' response (See above). But M&O requires Facility Use Agreements to ensure that there are no calendar conflicts.</i>	07/01/15, 06/30/16	100% Implementation of Facility Use Agreement	100%	 As of 02/20/16
3.3.4 Student activities are community events. Encourage teachers to attend and become involved in student activities. (Principals) (Superintendent) <i>Comments on Status: See 3.3.1 Ongoing promotion of student activities. Teachers are coaches, representatives, and chaperones. Building relationships is encouraged throughout the year.</i>	07/01/15, 06/30/16	100% Teacher involvement in student activities/events	80%	 As of 02/20/16







3.4 Community Relations: Improve community relations through effective communication. (06/30/17)

Comments on Status: 2/20/16 Mid year status is on track based on progress of supporting objectives. Web-based communication is a work in progress.

Measure:
Consistent/effective communication (District and Site)

Target:
100%

Status:
Actual: 70%
-30%
As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>3.4.1 Participate in radio broadcasts to show aspects of school achievements and inform communities about school events. (Principals) (Superintendent)</p> <p><i>Comments on Status: Participate in one radio broadcast regarding student performance. 50% Participate in one radio broadcast to inform the public about school events and importance of parent involvement. 50%</i></p>	07/01/15, 06/30/16	100% Radio Shows	100%	 As of 02/15/16
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association). (Principals)</p> <p><i>Comments on Status: 2/12/16: Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	01/01/16, 06/30/16	100% Incorporation in Site Plans	50%	 As of 02/12/16
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors). (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported as on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% Webpage maintained	50%	 As of 02/12/16
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers) (Principals)</p> <p><i>Comments on Status: 2/12/16: Many schools indicated off-target on this objective. Please refer to Appendices for School Action Plans which include detailed status and comments per site.</i></p>	07/01/15, 06/30/16	100% Gradebook Utilized	25%	 As of 02/12/16
<p>3.4.5 Develop and implement a protocol for Board visits to villages to include discussions on attendance, Iñupiaq language and topics of interest to villages. (Board) (Superintendent) (Superintendent)</p> <p><i>Comments on Status: Develop a protocol for visits. 25% Implement the protocol. 75% Utilized the protocol for visits for the Point Hope Board Meeting and site visit. Agenda included attendance, Inupiaq language and topics like athletic director.</i></p>	07/01/15, 06/30/16	100% Protocol Developed	100%	 As of 02/15/16
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc). (Principals)</p> <p><i>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</i></p>	07/01/15, 06/30/16	100% On target; Ongoing	50%	 As of 02/12/16

5 STAFF RECRUITMENT & RETENTION: Inspire indigenous Inupiaq teachers and strengthen the recruitment and retention of highly effective staff.

5.1 Local Teachers: Develop the systems by which to inspire, develop and recruit local teachers. (06/30/17)

Comments on Status: 2/20/16 Mid year status is somewhat on track based on progress of supporting objectives. Measurement will depend on end of year tracking NSBSD grads/students' enrollment.

Measure:
of NSBSD
grads/residents
enrolled in
teacher ed
programs

Target:

Actual:
0

Status:



0

As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>5.1.1 Create a professional development program for para-professionals leading to teacher certification.(Assistant Superintendent) (Human Resources)</p> <p><i>Comments on Status: Through a new grant the district is providing support for para-professionals to take classes that will lead to teacher certification.</i></p>	07/01/15, 03/31/16	100% PD Program creation	50%	<p>As of 02/16/16</p>
<p>5.1.2 Coordinate with a local college or university to design a program for Inupiaq Language Teachers to renew Type M credentials that lead to Type A certification. (Human Resources) (Inupiaq Education)</p> <p><i>Comments on Status: The Inupiaq Education in partnership with Iļisaġvik College has and continues to provide courses for language learner ILTs. Their certification renewals will include documentation of completed coursework.</i></p>	07/01/15, 06/30/16	100% Program Design	25%	<p>As of 02/11/16</p>


5.2 Hiring and Recruiting: Improve the hiring and onboarding process for all employees. (06/30/17)








Comments on Status: 2/20/16 Mid year status is not on track based on progress of supporting objectives; recruitment activities are underway, but many objectives have been on hold or deferred.

Measure:
Time to fill positions
(100% by April)

Target:
100%

Actual:
35%

Status:

-65%
As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>5.2.1 Update job recruiting processes to include virtual recruiting, online application processes, electronic screening, and digital communication interviews. (Chief Operating Officer) (Human Resources)</p> <p><i>Comments on Status: A recruiting taskforce was organized in December to update practices for recruitment. This taskforce meets weekly to assure application processes and recruiting techniques are updated and ready to use. Recruitment is already in full swing and letters of intent are being sent out.</i></p>	07/01/15, 06/30/16	100% Process on Target	50%	 As of 02/16/16
<p>5.2.2 Target hard-to-fill positions. (Chief Operating Officer) (Human Resources)</p> <p><i>Comments on Status: Hard-to-fill positions are being advertised on indeed.org and teacher2teacher.org. Posters have been created and distributed to colleges and universities. Advertisements have been placed in Alaska Magazine for travelers to see.</i></p>	07/01/15, 06/30/16	100% Study and Plan Completed	50%	 As of 02/16/16
<p>5.2.3 Conduct a salary study to assure that the District's compensation package is competitive in the local, state and national job market. (Chief Operating Officer) (Human Resources)</p> <p><i>Comments on Status: A study was conducted with Information Insights and a draft version of the report has been receive. The final version should be out soon.</i></p>	07/01/15, 06/30/16	100% Salary Study	75%	 As of 02/16/16
<p>5.2.4 Conduct on-campus interviews with soon-to-be and recent graduates in the education field. (Chief Operating Officer) (Curriculum and Instruction)</p>	06/01/16, 12/31/16	100% Process on target		 As of 02/11/16
<p>5.2.5 Participate in local job recruitment events such as Career Expo/Inupiaq Day. (Chief Operating Officer) (Human Resources)</p>	07/01/15, 06/30/16	100% Recruitment Event Participation; Ongoing	0%	 As of 02/20/16
<p>5.2.6 Recruit college seniors as tutors who may be potential teacher hires and provide them with classroom teaching experience. (Chief Operating Officer) (Human Resources)</p>	07/01/15, 06/30/16	100% Process on target; Student Tutors	0%	 As of 02/20/16
<p>5.2.7 Enhance student teaching opportunities district-wide. (Curriculum and Instruction) (Human Resources)</p>	07/01/15, 06/30/16	100% Increased Student Teaching	0%	 As of 02/20/16


5.3 Retention: Support and retain quality teachers, administrators and staff. (06/30/17)








Comments on Status: Mid year status is somewhat on track based on progress of supporting objectives with a few objectives deferred or on hold.

Measure:
Staff
Retention
Rate (above
AK Average)

Target:
100%

Actual:
50%

Status:

-50%
As of 02/20/16






Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>5.3.1 Design and implement relevant training for new staff including mentoring and collaboration throughout the year. (Human Resources) (Curriculum and Instruction)</p> <p><i>Comments on Status: PD Committee is meeting regularly in support of this goal.</i></p>	07/01/15, 06/30/16	100% Training Design and Implementation	50%	 As of 02/16/16
<p>5.3.2 Standardize the quality of housing for our teachers district-wide and upgrade where necessary. (Maintenance and Operations)</p> <p><i>Comments on Status: We are currently developing a housing condition survey which will include an estimated cost to bring units to a District-wide standard.(Planning and execution beginning at Point Hope)</i></p>	07/01/15, 06/30/16	100% Housing Plan Implementation	15%	 As of 02/16/16
<p>5.3.3 Incorporate staff appreciation/school climate into Principal Training. (Human Resources) (Assistant Superintendent)</p> <p><i>Comments on Status: School Climate and Connectedness Survey is implemented yearly to students and staff in grades 6-12. Data analysis with principals has not occurred.</i></p>	07/01/15, 06/30/16	100% Integration into Principal Training	0%	 As of 02/20/16
<p>5.3.4 Implement a tracking and management system for all required staff training, Federal and state data collections. (Student Services)</p> <p><i>Comments on Status: The Student Services Department maintains communication with the Alaska Department of Education to receive monthly reports to update an EXCEL spreadsheet for mandatory trainings as per AK Statute. Student Services staff provide training in Crisis Prevention Intervention and Suicide Identification/Intervention/Post-vention strategies. Evidence includes the district-wide EXCEL tracking sheet.</i></p>	07/01/15, 06/30/16	100% Tracking and Management System Implementation	100%	 As of 02/16/16
<p>5.3.5 Articulate and implement a plan for just-in-time training for teachers throughout the year. (Curriculum and Instruction)</p> <p><i>Comments on Status: Due to staffing, this has been deferred. PD Committee will work to articulate plan by end of school year.</i></p>	07/01/15, 01/31/16	100% Training Implementation	0%	 As of 02/20/16
<p>5.3.6 Implement performance evaluations for certified staff that comply with new state requirements. (Principals) (Human Resources)</p> <p><i>Comments on Status: Evaluation documents were created to comply with state requirements. Implementation of the evaluation documents began in August, 2015</i></p>	07/01/15, 06/30/16	100% Performance Evaluation Implementation	50%	 As of 02/16/16
<p>5.3.7 Continue to look for incentives to compensate teachers for returning to the position. (Superintendent)</p> <p><i>Comments on Status: Inventory employee housing. 25% Seek funding for new teacher housing. 25% Provide teacher recognition at board meetings for quality service. 25% Involve teachers in professional development training and curriculum decisions. 25%</i></p>	07/01/15, 06/30/16	100% Teacher Retention Incentives	100%	 As of 02/15/16

6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students. (06/30/17)

Measure: Fiscal management/budget
 Target: 100%
 Actual: 75%
 Status:  -25%
 As of 02/20/16

Comments on Status: 2/20/16 Mid year status is on track based on progress of supporting objectives.

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>6.1.1 Evaluate work flow process (Business Office)</p> <p>Comments on Status: Each department was analyzed by BDO regarding the workflow process. Detailed flow charts were developed and reviewed by BDO staff and Business Office staff. Several areas of improvement and efficiency were identified through this process.</p>	07/01/15, 06/30/16	100% Recommendations Implemented	75%	 As of 02/20/16
<p>6.1.2 Gather feedback from customers related to finance systems to improve effectiveness and efficiency. (Business Office)</p> <p>Comments on Status: The Business Office has met with several consultants including EMA, BDO, Neidermeyer Consulting, as well as vendors who provide state of the art financial software. The Business office has released an RFP to four vendors for proposals outlining their financial software capabilities. The Business Office, under the guidance of Superintendent Szymoniak, will evaluate various products to determine what is the best fit and solution for addressing the needs of the School District. The target date for implementing the new financial software is July 1, 2016.</p>	07/01/15, 06/30/16	100% Survey Complete	100%	 As of 02/16/16
<p>6.1.3 Provide training at Leadership/Principal Team Meetings on adherence to operational standards (ie travel, etc.). (Business Office)</p> <p>Comments on Status: Training opportunities have been available at several Principal/Director meetings during the current school year. Examples of training are included in the documentation submitted.</p>	07/01/15, 06/30/16	100% Training/s Completed	50%	 As of 02/16/16
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs. (Principals)</p> <p>Comments on Status: 2/12/16: Most schools reported on-target/in-progress. Please refer to Appendices for School Action Plans that report status and evidence based comments per each site.</p>	07/01/15, 06/30/16	100% SAC input per Site	50%	 As of 02/12/16
<p>6.1.5 Explore funding formulas for schools (supplies, staff, sports/travel). (Business Office)</p> <p>Comments on Status: The process in which the FY17 proposed budget was created included the implementation of funding formulas. Staffing and supplies are areas of the budget that were calculated using a formula. The district is optimistic about using a formula based approach for budgeting, allowing the district flexibility to use resources and staff where the need is greatest.</p>	07/01/15, 06/30/16	100% Funding Formulas Documented	100%	 As of 02/16/16
<p>6.1.6 Update district operation workflow using state of the art school business software. (Business Office)</p> <p>Comments on Status: This is a closely related function of item 6.1.2. As a result of our internal process evaluation conducted by BDO, workflow processes in payroll, purchasing, accounts payable, travel and receivables were thoroughly reviewed. Areas of improvement were identified for all functions reviewed. Workflow improvements will be accomplished with the financial software update.</p>	07/01/15, 06/30/16	100% Update	50%	 As of 02/16/16


6.2 Technology/Materials: Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication and collaboration. (06/30/17)










Comments on Status: 2/20/16 Mid year status is on track somewhat based on progress of supporting objectives. Objectives in the Educational Technology Department have been deferred or on hold for the most part due to staffing.






Measure:
Ongoing
audit/adjustment
of technology

Target:
100%

Actual:
50%

Status:

-50%
As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
6.2.1 Establish a consistent funding source for technology replacement cycle (devices, network and copiers). (Maintenance and Operations) (Business Office)	07/01/15, 06/30/16	100% Funding Source Established	0%	 As of 02/20/16
6.2.2 Establish standards for appropriate technology purchases. (Education Technology) (Information Technology)	07/01/15, 06/30/16	100% Standards Established; Ongoing Implementation	0%	 As of 02/20/16
6.2.3 Ensure all appropriate staff are trained to use Video Tele-Conference and desktop video systems. (Information Technology) (Education Technology) <i>Comments on Status: This occurs on a "just in time" basis as people new to systems request training. Each site tech is trained in use of VTC. IT techs provide remote training as needed for Jabber video.</i>	07/01/15, 06/30/16	100% Ongoing Training	50%	 As of 02/16/16
6.2.4 Continue to train teachers in using technology to facilitate higher level learning skills. (Information Technology) (Education Technology)	07/01/15, 06/30/16	100% Ongoing Teacher Training	0%	 As of 02/20/16
6.2.5 Select a program for universal reports, interventions, data analysis, test scores, etc. and conduct department/principal training. (Assessment and Accountability) <i>Comments on Status: Mileposts created by Silverback has been selected and implemented. All data has been entered and the intervention menu has been updated. Training of department/principals is to be determined. The evidence for data upload is an email from Silverback confirming completion.</i>	07/01/15, 06/30/16	100% Program Implementation/Training	50%	 As of 02/11/16
6.2.6 Continue training on use of the website. (Education Technology) <i>Comments on Status: New Hires trained on website at inservice. KLC teachers trained on website in October. This was originally designed to address training for websites for Departments as well as teachers. The direction of maintaining the website is evolving, consequently, department trainings have not been held.</i>	07/01/15, 06/30/16	8 2 Trainings per Quarter	2	 As of 02/20/16
6.2.7 Keep the web filtering system current to comply with industry standards. (Information Technology) <i>Comments on Status: This is managed by our ISP, GCI.</i>	07/01/15, 06/30/16	100% Ongoing; On target	50%	 As of 02/16/16
6.2.8 Implement Style Guidelines for the district to ensure consistency in local and global communications. (Information Technology)	07/01/15, 06/30/16	100% Style Guideline Creation/Implementation	0%	 As of 02/20/16
6.2.9 Conduct a Building by Building audit of technology annually and provide recommendations for upgrades. (Information Technology) <i>Comments on Status: Inventory is performed annually during the summer roll-outs for all sites. Repairs, refresh (imaging, etc), and upgrade recommendations are given at this time.</i>	07/01/15, 06/30/16	100% Annual Audit	100%	 As of 02/12/16

6.2.10 Explore options and implement a school management system. (Human Resources) <i>Comments on Status: School management systems are very evaluated and an RFP will be issued soon to purchase one.</i>	07/01/15, 06/30/16	100% School Management System Implementation	75%	 As of 02/16/16
6.2.11 Train administrators and support staff to use the school management system. (Education Technology) <i>Comments on Status: No training has occurred. Might need to define what is meant by school management system.</i>	07/01/15, 06/30/16	100% Ongoing Training	0%	 As of 02/20/16
6.2.12 Analyze current and future broadband demands district-wide. (Education Technology) (Information Technology) <i>Comments on Status: A third party (GCI) consultant was hired to analyze the current Broadband situation, and provide detailed recommendations for improvement. The recommendations highlighted an issue with old/faulty and out-dated cabling as a main issue. This finding will be incorporated into the current technology plan.</i>	07/01/15, 06/30/16	100% Broadband Analysis	100%	 As of 02/12/16
6.2.13 Develop partnerships to expedite Fiber. (Superintendent) <i>Comments on Status: Monitor fiber build out plans. 25% Take leadership in inviting players to a meeting. 50% Organize efforts to utilize partnerships to assist the entire North Slope. 25%</i>	07/01/15, 06/30/16	100% Partnership Developed	100%	 As of 02/15/16
6.2.14 Develop and distribute dynamic department-wide telephone list and School Staff Director. (Human Resources) (Education Technology) <i>Comments on Status: List has been developed. Distribution has not occurred.</i>	07/01/15, 06/30/16	100% List Developed	75%	 As of 02/16/16

6.3 Learning Environment: Schools designed for students incorporating culture beyond curriculum into all aspects of our work including facilities and operations. (06/30/17)

Measure:

Target:

Actual:
80%



Status:



80%

As of 02/20/16

Comments on Status: 2/20/16 Mid year status is on track based on progress of supporting objectives.

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
6.3.1 Conduct specifications to include community and instructional input whenever renovating a building. (Curriculum and Instruction) (Maintenance and Operations) <i>Comments on Status: The is now standard procedure. An Educational Specification development process has been implemented which includes community meetings and input for all renovation and new construction projects.</i>	07/01/15, 06/30/16	100% Process on target; Ongoing	100%	 As of 02/16/16
6.3.2 Continue the integration of cultural arts in all facilities (1/2 of 1% art). (Inupiaq Education) (Maintenance and Operations) <i>Comments on Status: Board of Education and the Inupiaq Education Dept. have to select site specific committees for Trapper School, Tikigaq School and Kali School.</i>	07/01/15, 06/30/16	100% Integration of Cultural Arts in Facilities	70%	 As of 02/16/16

6.4 Facilities: Ensure safe, modern and high-performing learning facilities. (06/30/17)

Comments on Status: 2/20/16 Mid year status is on track based on progress of supporting objectives.

Measure:
CIP Plan
implementation

Target:
100%

Actual:
70%

Status:



-30%

As of 02/20/16

Department Actions and Team Member Actions	Start Date, End Date	Target Measure	Actual	Status
<p>6.4.1 Implement a district six-year Capital Improvement Plan. (Maintenance and Operations)</p> <p><i>Comments on Status: This is an annual program update that ends in March each year. FY 2016 is completed FY 2017 will begin in April.</i></p>	07/01/15, 06/30/16	100% CIP Implementation	100%	As of 02/16/16
<p>6.4.2 Provide regular fire and safety inspections. (Principals) (Maintenance and Operations)</p> <p><i>Comments on Status: Site Plant Managers and Crew Chiefs are responsible for this annual inspection and working with the 3rd party fire suppression and detection equipment certification. 6.4.2 (Principals)</i></p>	07/01/15, 06/30/16	100% Regular/Ongoing Inspections		As of 01/28/16
<p>6.4.3 Provide training to employees regarding a safe work environment. (Maintenance and Operations)</p> <p><i>Comments on Status: Monthly safety meetings concerning topics presented by AMLJIA.</i></p>	07/01/15, 06/30/16	100% Ongoing Trainings	66.64%	As of 02/16/16
<p>6.4.4 Continue to upgrade the buildings with state of the art Hvac systems, security cameras, access control and remote environmental controls. (Principals) (Maintenance and Operations) (Superintendent)</p> <p><i>Comments on Status: Use CIP process to identify building upgrades. 25% Include building controls and security in "Ed Specs" for CIP projects.50% Submit completed requests to the Borough for funding. 25%</i></p>	07/01/15, 06/30/16	100% Building upgrades	75%	As of 02/15/16
<p>6.4.5 Pursue the district's conversion from satellite-based digital communications to fiber-based connections. (Maintenance and Operations) (Information Technology)</p> <p><i>Comments on Status: The district is in communication with Quintillion Group, and other service providers to discuss options, including funding and logistics. The district is pursuing grant funding from the North Slope Borough to help with "broadband readiness."</i></p>	07/01/15, 06/30/16	100% Fiber-based connections	50%	As of 02/16/16
<p>6.4.6 Implement an energy efficiency strategy district-wide. (Maintenance and Operations)</p>	07/01/15, 06/30/16	100% Increased energy efficiency	10%	As of 02/16/16
<p>6.4.7 Continue expanding the maintenance management system to include inventory control, facility use module and material cost tracking. (Maintenance and Operations)</p> <p><i>Comments on Status: M&O Employee attended training.</i></p>	07/01/15, 06/30/16	100% Expansion of Maintenance Management System	5%	As of 02/16/16
<p>6.4.8 Continue to ensure Capital Improvement Plan funding for prioritized district needs. (Maintenance and Operations)</p> <p><i>Comments on Status: Project requests are nearly complete for CIP Ordinance 2016-10 and will be submitted February 29, 2016.</i></p>	07/01/15, 06/30/16	100% CIP Funding	100%	As of 02/16/16
<p>6.4.9 Conduct Emergency Response Training in cooperation with police and fire department. (Maintenance and Operations) (Superintendent)</p> <p><i>Comments on Status: Meet with emergency responders to discuss training. 25% Set aside an inservice day to conduct training. 25% Conduct training with all employees. 50%</i></p>	07/01/15, 06/30/16	100% Energy Response Training	50%	As of 02/15/16

APPENDICES

SITE ACTION PLANS

FY16 Mid-Year Status – *High Priority Objectives Only*

As of Feb 2016

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Status Key

-  Not Started
-  Deferred
-  On Target
-  Off Target
-  Waiting on Someone (Or Additional Info)
-  Critical
-  Achieved






2015-20 Strategic Plan (2015-16 School Year)

Principal Action Plan Worksheet – **Mid-Year Status**








Alak School

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete		YTD Status
				YTD Actual		
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.						
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A		N/A
<p>2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator)</p> <p>Comments: Alak School's 2014-15 School Report Card was communicated to Alak's SAC on Feb 2 and the School Report Card was presented to the community on Feb 4. Comment sheets, a sign in attendance sheet and agenda were documented and provided to the NSBSD assessment office. 2016 1st Semester attendance rate of 87.3% was reported to the Alak SAC and Jan 2016 Alak attendance of 89.43% was also reported to SAC. Two senior students graduated at the end of the 1st Semester and one of them was accepted to attend the Congress of Future Medical Leaders held in Boston Mass. June 25,26,27, 2016.</p>	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	100%		Achieved 
<p>2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction)</p> <p>Comments: 10 NSBSD & Alak School in services were completed on the following dates: 8/15, 9/5, 9/8, 10/2, 10/3, 11/9, 2/13, 2/15, 2/16, 3/26.</p>	Principals	07/01/15, 06/30/16	100%, Ongoing PD	60%		 On Target
<p>2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction)</p> <p>Comments: Alak teachers provide Principal with weekly lesson plans that document applicable standards. Standards are reviewed during the Teacher Evaluation process.</p>	Principals	07/01/15, 06/30/16	100%, Assessment complete	60% as of 2/2/16		 On Target

<p>2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction)</p> <p>Comments: Alak School has completed the following assessments to drive instruction: Fall MAP, Aimsweb, Achieve 3000, ELL. AMP, Winter MAP and ongoing Aimsweb will be completed as per district/ state schedule.</p>	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	60%	 On Target
<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: Several Alak teachers routinely send classroom newsletters home and some Alak teachers have posted their weekly assignments on the school website.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	25%	 Off Target
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: Teachers post grades weekly in Power Teacher and also post assignments so students can access them via Power School. A few teachers also post assignments on the school website, where each teacher has their own web site. Time needs to be used to get more teacher consistency and understanding on posting assignments.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50%	 On Target
<p>3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.</p>					
<p>3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.</p>					
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: The Alak School Inupiat Dance Team has been established 2/2/16 with volunteers from the community teaching the class available for grade 3-12 students. Students will perform at school functions such as graduation, basketball games, etc. There will also be a Culture Camp sponsored by the NSBSD in March, 2016 that will focus on traditional Inupiat values and activities.</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	25%	 Off Target
<p>3.4 Community Relations: Improve community relations through effective communication.</p>					
	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Consistent/effective communication (District and Site)	N/A	N/A





<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: Alak School will partner with ASRC Feb 18-20 to provide all k-12 students “ Inupiat Days” a culturally based event that invites community into the school to partner with students to enrich and motivate.</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	100%	Achieved 
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: Alak School has a school website on the NSBSD website which has teacher photos and a description of their class. The website has information such as the Alak school calendar, upcoming events and other pertinent information.</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	100%	Achieved 
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: Alak School has a school website on the NSBSD website which has teacher photos and a description of their class. Most of the teachers have not been able to post assignments on the website, so time will be allocated for teachers to complete this process.</p>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	10%	Off Target 
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: : Alak School will partner with ASRC Feb 18-20 to provide all k-12 students “ Inupiat Days” a culturally based event that invites community into the school to partner with students to enrich and motivate. Teachers will work directly with ASRC presenters in scheduling and aligning instruction with Alaska State Standards.</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	25%	Off Target 
<p>6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.</p>					
<p>6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.</p>					
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: The preliminary FY 17 Alak Budget narrative was presented to the Alak SAC at the Feb 2, 2016 . Comments from each</p>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	100%	On Target 


	SAC member were offered and narrative will be presented at a NSBSD budget hearing on 2/3/16.					
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-  Not Started
-  Deferred
-  On Target
-  Off Target
-  Waiting on Someone
-  Critical
-  Achieved

Principal Action Plan Worksheet – Mid-Year Status Update


Barrow High School: Sherry McKenzie, Ph.D., Principal and Ronnie Stanford, M.Ed., Assistant Principal

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) <i>Comments:</i> Connie McCoy District attendance report end of December, Semester 1 with Quarter 1 and 2 Honor Rolls, SAC Report to the School Board-December and January SAC report.	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	50%	 On Target
2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) <i>Comments:</i> November 9, 2015 Site-based in service that also includes PLC and Staff meetings evidence of professional development.	Principals	07/01/15, 06/30/16	100%, Ongoing PD	50%	 On Target
2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) <i>Comments:</i> Power School has evidence of lesson plans, assignments, assessments within the course, and the standards that are being met. There are observation documents for every teacher that indicate the implementation of standards are being met. The Danielson Framework for Teaching is the district adopted evaluation material with district developed tools for observations and evaluation.	Principals	07/01/15, 06/30/16	100%, Assessment complete	50%	 On Target
2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction) <i>Comments:</i> Power School and consistent observations by administration indicate that formative and summative assessments are being utilized to determine student progress. A finals schedule and a MAP schedule are included in the documents	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	50%	 On Target

<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: Power School is used by every teacher to communicate via electronic means for all assignments and grades. Teachers also use the phone and email to communicate with parents regarding student academic progress and/or concerns. In the enrollment packet that parents complete for entering BHS, an additional form that outlines expectations is included and an eligibility form for activities.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50%	 On Target
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: Power School is used extensively by all BHS teachers for assignments and grades regularly and consistently.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50%	 On Target
<p>3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.</p>					
<p>3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.</p>					
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: A Healthy Living Summit and Ilisagvik College Career Fair were held at BHS for the district and community to offer career and college opportunities to students and others. Culture Camp for teachers and staff was held in August and very well attended by more than district staff (community involvement with Elders). There will continue to be activities within BHS that include community activities (Whaling Commission) that incorporate cultural traditions.</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	100%	 Achieved
<p>3.4 Community Relations: Improve community relations through effective communication.</p>					
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: Included in the documents are ANSEP PowerPoint,</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	100%	 Achieved

<p>Healthy Living Summit agenda, Career Fair sponsored by Ilisagvik College and community businesses and other entities. Other activities that connect the community organizations and professional individuals are: Authors--Charles Wohlforth ("The Whale and the Super Computer"), Peter Lourie ("Arctic Thaw") connected Science and Language Arts with teachers and students. The NSB Wildlife Department has visited classrooms to work with Science and Language Arts. Virginia Walsh with AWIC is working with the Health teacher to improve relationships. The counselor has had people from UAF and Alaska Commission on Post-Secondary Education to meet with parents regarding FAFSA and scholarships. The National Guard has visited and helped a number of students with ASVAB testing and opportunities.</p>					
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: Barrow High School has a Facebook page and a website that is maintained with various information about school activities and opportunities. Nsbsdbeta.schoolwires.net/Domain/8</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	100%	 Achieved
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: Teachers at BHS have indicated that this is a professional development need. An example screenshot of a teacher's webpage is included.</p>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	50%	 On Target
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: Included in the documents are ANSEP PowerPoint, Healthy Living Summit agenda, Career Fair sponsored by Ilisagvik College and community businesses and other entities. Other activities that connect the community organizations and professional individuals are: Authors--Charles Wohlforth ("The Whale and the Super Computer"), Peter Lourie ("Arctic Thaw") connected Science and Language Arts with teachers and students. The NSB Wildlife Department has visited classrooms to work with Science and Language Arts. Virginia Walsh with AWIC is working with the Health teacher to improve relationships. The counselor has had people from UAF and Alaska Commission on Post-Secondary Education to meet with parents regarding FAFSA and scholarships. The National Guard has visited and helped a number of students with ASVAB testing and opportunities.</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	100%	 On Target





6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.





6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: SAC minutes from this school year indicate the discussion of various Barrow school needs. Emails to site staff regarding needs for curriculum, classroom budgetary needs, and FF&E with discussions in meetings and email responses.</p>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	50%	 On Target




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

Principal Action Plan Worksheet – Mid-Year Status Update


Harold Kaveolook School

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
<p>2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator)</p> <p>Comments: Attendance was shared with the SAC in during our meetings. (2.4.7 SAC Agenda 2/8/16).</p>	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	50% Complete	
<p>2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction)</p> <p>Comments: During our November site in-service we went over the Smarter Balanced testing and introduced the math vocabulary from DEED's website. Later that month we had another in-service where Tim Buckley and Linda Frame Introduced and delved into the Next Generation Science Standards. (2.4.10 SAC Agenda 2/8/15)</p>	Principals	07/01/15, 06/30/16	100%, Ongoing PD	50% Complete	
<p>2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction)</p> <p>Comments: Teacher lesson plans with standards addressed correlate to what is being taught in the classroom. (2.4.11 Lesson Plans 2.8.16) (2.4.11 Teacher Eval P2 2/8/16)</p>	Principals	07/01/15, 06/30/16	100%, Assessment complete	25% Complete	
<p>2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction)</p> <p>Comments: Analyzed MAP data at February site in-service. We looked at all areas with a focus on areas of weakness in writing and which students needed additional help. In-service agenda uploaded. Evidence from Domain 3 of the teacher evaluation in where both teacher and administrator identify how assessment is used to drive instruction. (2.4.12 Teacher Eval P4 2/8/16) (2.4.12 Feb Inservice</p>	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	25% Complete	

2.8.16)						
2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis. Comments: Teachers have been informed that this will be an upcoming expectation. The question has come up of which teachers will be expected to do this as it does not pertain to elementary classes.	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	0% Complete		
2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher. Comments: See 2.4.14	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	0% Complete		
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.						
3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100, Increased collaboration/participation at each site	N/A	N/A
3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department) Comments: We held our teacher culture camp with Jana and Fannie in September. Teachers learned about the history of Kaktovik and had lunch with the elders. We have our bi-weekly crafts night happening regularly. (3.1.2 Craft Night 2.8.16 & 3.1.2 Craft Night2 2.8.16) We have the committee put together for the yealy spring culture camp that will take place in the mountains.	Principals	07/01/15, 06/30/16	100%, Local collaboration	50% Complete		
3.4 Community Relations: Improve community relations through effective communication.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Consistent/effective communication (District and Site)	N/A	N/A
3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association). Comments: Superintendent Szymoniak has met with ASRC inquiring how their programs align with the Alaska State Standards. We could use further direction on how to address this issues in the future	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	10% Complete		

<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: Our site tech keeps our school website updated with everything that is going on. Evidenced by visiting website.</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	100% Complete	
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: Same as 2.4.14. Additionally grades should not be posted on district webpage.</p>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	0% Complete	
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: Same as 3.4.2</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	0% Complete	



6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.



<p>6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.</p>	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: Shared budgetary concerns with SAC in January, informing the that cuts would be inevitable. (6.1.4 SAC Agenda 2.8.16)</p>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	10 % Complete	


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



Principal Action Plan Worksheet – Mid-Year Status Update

Hopson Middle School



District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBJECTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
<p>2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator)</p> <p>Comments:</p> <ul style="list-style-type: none"> SAC Report Card to the Public 1.18.16 KBRW Public Presentation <p>Indicators: (Documents on File)</p> <p>2.4.7 SAC agenda 8-27-15, 2.4.7. SAC agenda 10.26.15 2.4.7 SAC agenda 12.7-8.15 2.4.7 SAC agenda 1.19.16,</p> <ul style="list-style-type: none"> SAC Reports on Student Achievement--Includes discussions on student achievement, enrollment data on student behavior program, and MAP monitoring report. <p>2.4.7 Report Card to the Public</p> <ul style="list-style-type: none"> Parent signature page, Brochure and HMS AMP test informational guide provided. <p>2.4.7 KBRW Report Sept. 2, 2015, Oct. 28, 2015, Jan. 6, 2016.</p> <ul style="list-style-type: none"> Discussion was based on information included the monthly SAC reports with additional discussion. 	Principals	07/01/15, 06/30/16	100% 1 Report per Semester	60% Complete	 On Target
<p>2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction)</p> <p>Comments:</p> <ul style="list-style-type: none"> Breaking Down the Standards Building In-service 1.18.16, 	Principals	07/01/15, 06/30/16	100%, Ongoing PD	60%	 On Target

	<p>12.10.15, Teacher In Service 11.9.15, 11.4.15</p> <ul style="list-style-type: none"> Vertical Alignment of Standards in Content Area Teams during PLC Time 10.18.15, 10.14.15, 10.2-3.15 Presentation of Vertical Alignment of Standards by Math Content Area to the Public 1.18.16 Ongoing Standards Development and Implementation PD during PLC content area team meetings 10.18.15, 10.14.15, 10.2-3.15. 1.18.16, 11.9.15 <p>Indicators:</p> <ul style="list-style-type: none"> 2.4.10 HMS Standards Break Down Poster 1.18.16, 2.4.10 Standards Staff Meeting 12.10.15 2.4.10 HMS PLC Standards Vertical Alignment Document 2.4.10 Teacher In Service Agenda 11.9.15 2.4.10 Standards Break Down Act. 11.4.15 2.4.10 PLC Meeting 10.14.15 2.4.10 PLC Meeting 10.18.15, 2.4.10 PLC Agenda 10.28.15 2.4.10 HMS Math Standards Poster 1.18.16 2.4.10 HMS PLC Review Summary Docs 2.4.10 PLC Meeting 10.18.15 2.4.10 District Teacher In Service 10.2-3.15 2.4.10 Standards Website Information for In-Service--Standards work 11.9.15 2.4.10 Standards Staff Meeting 12.10.15 					
<p>2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction)</p> <p>Comments:</p> <ul style="list-style-type: none"> Review of Weekly Lesson Plans by Building Principal 12.18.16, 1.25.16 PLC Content Area Cycle of Inquiry reports (ensure that the standards being assessed are being presented during instruction) are on-going 9.9.15 <p>Indicators:</p> <ul style="list-style-type: none"> 2.4.11 Instructional Lesson Plan Collection Record Statement 1.25.16 2.4.11 Instructional Lesson Plan Collection Record 12.18.16 2.4.11 HMS PLC Content Area Cycle of Inquiry Reports, 9.9.15 (On going) 	<p>Principals</p>	<p>07/01/15, 06/30/16</p>	<p>100% Assessment On-going</p>	<p>50% Complete</p>	<p> On Target</p>	
<p>2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction)</p> <p>Comments:</p> <ul style="list-style-type: none"> Content Area Teams utilize locally developed common 	<p>Principals</p>	<p>07/01/15, 06/30/16</p>	<p>100%, Utilization of formative and summative assessments</p>	<p>70% Complete</p>	<p> On Target</p>	

	<p>formative assessments 8.15.15 (See Science example), 9.9.15</p> <ul style="list-style-type: none"> • MAP Test School-wide Participation for Fall, Winter and Spring Testing in LA, Reading and Math (MAP data available for fall and winter testing 8.21.15, 10.2.15) • Teachers using Lexia and Big Ideas to identify student needs on a daily or weekly basis. September to May • School-wide Participation in the AMP Test - April 2016 • Students placed in/exited from intervention courses based upon student performance on MAP and AMP tests (Rtl Courses) 8.15.15 • PLC Content Area Cycle of Inquiry reports (ensure that the standards being assessed are being presented during instruction) are on-going 9.9.15 <p>Indicators:</p> <ul style="list-style-type: none"> • 2.4.12 AMP Teacher In Service-Training 11.9.15 • 2.4.12 Daily Intervention Up-dates September to May • 2.4.12 HMS 2014-15 Language Usage MAP Data • 2.4.12 HMS MAP Dynamic Reports for Fall 2015 9.30.15 • 2.4.12 HMS Master Schedule with Rtl Intervention Classes 5.15.15 • 2.4.12 HMS PLC Content Team Cycle of Inquiry Reports 8.15.15 • 2.4.12 MAP Data Info 10.2.15 • 2.4.12 MAP Student Growth Review 10.2.15 					
	<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments:</p> <ul style="list-style-type: none"> • Teachers utilize PowerSchool and report new and updated grades on a weekly basis 8.15.15 • Disseminate PowerSchool Login information top Parents and Guardians (Mailings) 9.1.15 • Teachers utilize the 'Remind' application to communicate daily assignments to students and guardians, 8.15.15 • Teachers utilize Google Classroom so that student assignments are available anywhere at anytime by students and guardians 8.15.15 • <p>Indicators</p> <ul style="list-style-type: none"> • 2.4.14 PowerSchool Records 8.15.15 (kept on District Servers) • 2.4.14 PowerSchool Parent login Information Mailed to Guardians, 9.1.15 	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	70% Complete	 On Target

	<ul style="list-style-type: none"> 2.4.14 Remind application used by Staff as Stated in the SIP 8.15.15 2.4.14 Google Classroom Utilization by Staff & Students Evidence 8.15.15 2.4.14 Sip List of Indicators and Tasks 11.9.15 					
	<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments:</p> <ul style="list-style-type: none"> Teachers utilize PowerSchool and report new and updated grades on a weekly basis 8.15.15 Disseminate PowerSchool Login information top Parents and Guardians (Mailings) 9.1.15, 8.25.15, 8.31.15 <p>Indicators:</p> <ul style="list-style-type: none"> 2.4.14 Google Classroom Use Evidence 8.15.15 2.4.14 HMS Hero Family Involvement Mailer 8.31.15 2.4.14 HMS PowerSchool Parent Login Mailer 8.25.15 2.4.14 HMS PowerSchool Parent Student Access Report 8.15.15 	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50% Complete	 On Target
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.						
3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100, Increased collaboration/participation at each site	N/A	N/A
	<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments:</p> <ul style="list-style-type: none"> Hosted the HMS and IPK Cultural Camp in-service. Local entities, artist, historians and craftsman supported the event in providing cultural information, skills and history to District personnel and local community members. 9.19.15 <p>Indicators:</p> <ul style="list-style-type: none"> 3.1.2 HMS & IPK Cultural In-service Agenda 9.19.15 	Principals	07/01/15, 06/30/16	75%, Local collaboration	100% Complete	 Complete
3.4 Community Relations: Improve community relations through effective communication.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Consistent/effective communication (District and Site)	N/A	N/A

<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments:</p> <ul style="list-style-type: none"> Community Organizations submit detailed objectives for their visits and all visits address student social, emotional, and academic growth in alignment with the Alaska State Academic and Cultural Standards. Community Organizations who visit include: <ul style="list-style-type: none"> ASRC 2.5.16 BASC Arctic Slope Native Association Skiku <i>April Each Year</i> Ilisagvik College Arctic Slope Science Consortium DNR Meeting with ANCEP and related entities 1-27-16 <p>Indicators:</p> <ul style="list-style-type: none"> 3.4.2 HMS Community Visit List From Visitor Sign In Log 8.15.15 3.4.2 ANCEP Meeting 1-27-16 3.4.2 Parents Against Bullying Invitation Letter 2.5.16 	Principals	01/01/16, 06/30/16	75%, Incorporation in Site Plans	50% Complete	 On Target
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments:</p> <ul style="list-style-type: none"> School Webpage maintained by the District IT department. Information is updated to reflect changes in staffing, update the public on school events and activities and provide e-mail accessibility for the public to our staff. (8.15.15) HMS Home School Facilitator maintains a HMS Facebook Page providing timely updates and information to the public. <p>Indicators:</p> <ul style="list-style-type: none"> 3.4.3 http://nsbsdbeta.schoolwires.net/Domain/9 8.15.15 3.4.3 https://www.facebook.com/Hopson-Middle-School-591392507610143/ 8.15.15 	Principals	07/01/15, 06/30/16	100%, Webpage maintained	100% Complete	 Complete
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments:</p> <ul style="list-style-type: none"> Teachers post weekly grades in the PowerSchool program that is accessible to parents. Teachers update their Google Classroom Pages, managed 	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	100% Complete	 Complete

	<p>by the District and accessible through the webpage for all parents.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • 3.4.4 PowerSchool Attendance and Class Grade Information available online 8.15.15 • Classroom Teacher Google Classroom webpage information (various staff) 8.15.15 					
	<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments:</p> <ul style="list-style-type: none"> • Community Organizations submit detailed objectives for their visits and all visits address student social, emotional, and academic growth in alignment with the Alaska State Academic and Cultural Standards. Community Organizations who visit include: <ul style="list-style-type: none"> ○ ASRC ○ BASC ○ Arctic Slope Native Association ○ Skiku ○ Ilisagvik College ○ Arctic Slope Science Consortium ○ DNR ○ 8.15.15, 1-27-16 <p>Indicators:</p> <ul style="list-style-type: none"> • 3.4.2 Community Visit List and associated agendas 8.15.15 • 3.4.2 HMS Community Visit List From Visitor Sign In Log 8.15.15 • 3.4.2 ANCEP Meeting 1-27-16 	Principals	07/01/15, 06/30/16	75% On target; Ongoing	50% Complete	 On Target
<p>6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.</p>						
<p>6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.</p>		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
	<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments:</p> <ul style="list-style-type: none"> • HMS principal develops the budget narrative after seeking the input of local entities including teachers, parents, and Sac members. <p>Indicators:</p>	Principals	07/01/15, 06/30/16	80% SAC input per Site	100% Complete	 Complete





	<ul style="list-style-type: none">6.4.1 HMS Budget Narrative FY17 1.27.166.4.1 Budget Talking Points to Board 2-3-16 docx					
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-  Not Started  Deferred  On Target  Off Target  Waiting on Someone  Critical  Achieved




Principal Action Plan Worksheet – Mid-Year Status Update

Ipalook Elementary

*Red Font = High Priority District Objective for FY16

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) Comments: See Artifact: Ipalook SAC Reports	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	20% Complete	 On Target
2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) Comments: See artifact: In-Service Training Agenda from August 21, 2015	Principals	07/01/15, 06/30/16	100%, Ongoing PD	20% Complete	 On Target
2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) Comments: See artifact: Standards Overview/Power Standards/ Implementation Guide used during fall in-service held on: August 21, 2015	Principals	07/01/15, 06/30/16	100%, Assessment complete	20% Complete	 On Target
2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction) Comments: See artifact: Lesson Plans Requirements	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	20 % Complete	 On Target

<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: Grade level newsletter monthly. We are not posting weekly grades</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	20 % Complete	 On target
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: Ipalook School is not currently posting grades or assignments in Power Teacher</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	% Complete	 Waiting on additional information
<p>3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.</p>					
<p>3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.</p>					
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: See Artifact: Quarterly Family Fun Night Flyers Partnerships with AWIC, Tuzzy, Wellness, NSB Behavioral, SSMH Dental, Ilisagvik College, COB, Cooperative Extension, Diabetes Prevention on an on-going basis</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	20 % Complete	 On Target
<p>3.4 Community Relations: Improve community relations through effective communication.</p>					
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: The content of local community organizations is surveyed prior to classroom school visits to ensure link to standards</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	20 % Complete	 On Target
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: See Artifact: Email List Serv: Arctic Fox Chatter Box and</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	20 % Complete	

website: http://www.nsbsd.org/Domain/10					On Target	
3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers) Comments: <<Add evidence based comments here>>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	% Complete	 Waiting on additional information	
3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc). Comments: The content of local community organizations is surveyed prior to classroom school visits to ensure link to standards	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	20 % Complete	 Status?	
6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.						
6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
6.1.4 Gather Site/SAC input on budget to prioritize site needs. Comments: <<Add evidence based comments here>>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	% Complete	 Not Started	





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




2015-20 Strategic Plan (2015-16 School Year)





Principal Action Plan Worksheet – **Mid-Year Status Update**


Kali School

*Red Font = High Priority District Objective for FY16

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) Comments: Attendance is a regular agenda item at our SAC meetings.(2.4.7 SAC Meeting 1.19.16) Report Card to the Public was presented to the secondary students, parents, and community on January 19 th and 20 th . (2.4.7 Report Card to the Public 1.19.16) Semester Award ceremony was held on December 10, 2015 (2.4.7 Attendance Awards)	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	50% Complete	 On-going
2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) Comments: PLC Meeting Topic - New Alaska Standards / Unpacking Standards (2.4.10 PLC Meeting Agenda 9-16-15 2.9.16) PLC Meeting – Smarter Balance (2.4.10 PLC Meeting Agenda 10-28-15 2.9.16)	Principals	07/01/15, 06/30/16	100%, Ongoing PD	50% Complete	 On-going
2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) Comments: School expectations - (2.4.11 Fall In-service 1516 8.11.15 2.9.16) STEPP Plan Objectives and required task (2.4.11 PLC Meeting Agenda 9.9.15 2.9.16) On going submission of lesson plans and classroom observations	Principals	07/01/15, 06/30/16	100%, Assessment complete	25% Complete	 Continuous
2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction)	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	30% Complete	 On-going

<p>Comments: School expectations - (2.4.12 Fall In-service 15'16 8.11.15 2.9.16) PLC Meeting – Smarter Balance (2.4.10 PLC Meeting Agenda 10-28-15 2.9.16) Accessing MAP RIT scores, etc. during PLC meetings to tailor student instruction and classify interventions needed (2.4.12 PLC Meetings 8.19.15, 9.30.15, 12.2.15 2.10.16) Analyzed AMP Data (2.4.12 Report Card to the Public 1.19.16 2.10.16)</p>					On-going
<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: At present teachers utilize Power Teacher to keep their class grades and these are posted to where the parents and students in the secondary grades have access. Discussions have taken place during PLC times as to the upcoming expectation that teachers will have a web page and that this information will be posted regularly. It is uncertain as to how this pertains to lower elementary. This will be a topic of the Feb. In-service</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	10% Complete	 Beginning
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: At present teachers utilize Power Teacher to keep their class grades and these are posted to where the parents and students in the secondary grades have access. Discussions have taken place during PLC times as to the upcoming expectation that teachers will have a web page and that this information will be posted regularly. It is uncertain as to how this pertains to lower elementary. Assignments and grades are currently posted as they are assigned and as soon after being completed as possible. This will be a topic of our Feb. In-service.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	20% Complete	 Beginning
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.					
<p>3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.</p>	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100, Increased collaboration/participation at each site	N/A	N/A
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: Culture Camp was held at Kali School in September with Jana Hacharak, where we learned about the local history and were able to experience several Inupiaq crafts. Several Qargi recommendations have been added to Kali School's schedule including opening the woodshop for community use, including a method where</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	50% Complete	 On-going






<p>students could learn art and music, continuation of a whaling curriculum, opening the school to more adult /student activities. 3.1.2 Qargi Events 2.10.16) Kali School / Mayor's Office community bonfire (3.1.2 Bonfire 2.10.16)</p>					
<p>3.4 Community Relations: Improve community relations through effective communication.</p>	<p>DISTRICT OBJECTIVE</p>	<p>07/01/15, 06/30/17</p>	<p>100%, Consistent/effective communication (District and Site)</p>	<p>N/A</p>	<p>N/A</p>
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: Conversations have taken place with each community organization as to their instructional intentions and constructive feedback has been given to aid the effectiveness presentations. This has resulted in several presentation changes which align much better to our school's mission. In addition, Superintendent Szymoniak has met with several of these entities as to how their program aligns with the State Standards.</p>	<p>Principals</p>	<p>01/01/16, 06/30/16</p>	<p>100%, Incorporation in Site Plans</p>	<p>15% Complete</p>	<p> Started</p>
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: Kali School has a web page used to notify the community of happenings at the school (3.4.3 See Web Page 2.10.16) We will be providing professional development for all certified Kali Staff Feb. 15-16 on web page development. Each certified member will be asked to maintain a web page which allows transparency for students and parents to see upcoming assignments and class expectations.</p>	<p>Principals</p>	<p>07/01/15, 06/30/16</p>	<p>100%, Webpage maintained</p>	<p>10% Complete</p>	<p> Beginning</p>
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: All secondary teachers currently post assignments and grades on Power Teacher on a regular basis. The teachers web page is designed more for providing general expectations and upcoming assignments, etc (3.4.4 Evidenced by visiting student portals 2.10.16).</p>	<p>Principals</p>	<p>07/01/15, 06/30/16</p>	<p>100%, Gradebook Utilized</p>	<p>70% Complete</p>	<p> On-going</p>
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: Conversations have taken place with each community organization as to their instructional intentions and constructive</p>	<p>Principals</p>	<p>07/01/15, 06/30/16</p>	<p>100%, On target; Ongoing</p>	<p>15% Complete</p>	<p> Started</p>






<p>feedback has been given to aid the effectiveness presentations. This has resulted in several presentation changes which align much better to our school's mission. In addition, Superintendent Szymoniak has met with several of these entities as to how their program aligns with the State Standards</p>					
<p>6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.</p>					
<p>6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.</p>	<p>DISTRICT OBJECTIVE</p>	<p>07/01/15, 06/30/17</p>	<p>100%, Fiscal management/budget</p>	<p>N/A</p>	<p>N/A</p>
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: Budget concerns were a topic of discussion at the January SAC meeting. This was an informational item at this time. Awaiting more information that time (6.1.4 SAC Agenda 1.19.16 2.10.16)</p>	<p>Principals</p>	<p>07/01/15, 06/30/16</p>	<p>100%, SAC input per Site</p>	<p>10% Complete</p>	<p> Started</p>



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

Principal Action Plan Worksheet – Mid-Year Status Update

Kiita Learning Community

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) <i>Comments:</i> Monthly school report to SAC on attendance. We have the 2 nd semester to meet with SAC.	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	50%	 On Target
2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) <i>Comments:</i> Standards are discussed and reviewed at our In-Services where we work on Project Umiaq. Also, standards are displayed in classrooms and in lesson plans.	Principals	07/01/15, 06/30/16	100%, Ongoing PD	70%	 On Target
2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) <i>Comments:</i> MAP has been updated by NWEA and reflects test questions from the CCSS standards. We are meeting our SMART Goals #1-4.	Principals	07/01/15, 06/30/16	100%, Assessment complete	Attendance 81%; Writing 41%; Reading 93%, Math 89%	 On Target
2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction) <i>Comments:</i> Formative tests are given by all Kiita staff at the end of units/chapters. Summative tests are given at the end of all coursed in the form of a final. Tests are from curriculum resources and teacher generated. No evidence	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	100%	 Achieved
2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	100%	

	Comments: Kiita has had the following interaction with Parent involvement: Parent Night 8/19/15; Education Night 1/18/16; Radio Shows 10/28/15, 12/2/15, 1/27/16; Celebrations/Awards each quarter; Parent Newsletter each quarter					Achieved
	2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher. Comments: Grades are posted on PowerSchool and PowerTeacher	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50%	 Off Target
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.						
3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100, Increased collaboration/participation at each site	N/A	N/A
	3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiat Education Department) Comments: We work with Illisagvik College, ILT Dept., and various Inupiat/Dance groups to provide cultural activities in the classroom	Principals	07/01/15, 06/30/16	100%, Local collaboration	100%	 Achieved
3.4 Community Relations: Improve community relations through effective communication.		DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Consistent/effective communication (District and Site)	N/A	N/A
	3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association). Comments: We utilize NSB Health Dept., AWIC, Voc. Rehab,	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	100%	 Achieved
	3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors). Comments: Starting to make our 1 st webpage on NSBSD site	Principals	07/01/15, 06/30/16	100%, Webpage maintained	25%	 Off Target
	3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers) Comments: Cannot post student grades on Website	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	20%	 Off Target





<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: We incorporate NSB, ASNA, AWIC, ASRC, AEWC speakers into our classroom</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	100%	 Achieved
6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.					
6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.					
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: Talked to SAC members about Kiita budget situations, did not get response by all SAC members.</p>	Principals	07/01/15, 06/30/16	100%, Fiscal management/budget	N/A	N/A Waiting on Someone 





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




2015-20 Strategic Plan (2015-16 School Year)

Principal Action Plan Worksheet –Mid-Year Status Update


Meade River School

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) Comments: SAC meetings include reports on attendance and student achievement. The Report Card to Public has been delivered. Evidence 2.4.7 SAC agenda.	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	70% Complete	 On Target
2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) Comments: During PLC discussions standards are addressed. The standards were reviewed in September – evidence is 2.4.10 PLC agenda. This PD is ongoing. The math coach has also worked with the math teachers. Science standards have been a focus as well.	Principals	07/01/15, 06/30/16	100%, Ongoing PD	75% Complete	 On Target
2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) Comments: Lesson plans are reviewed and when standards are not included, teachers are questioned and asked to revise. Evidence includes observation notes and lesson plans.	Principals	07/01/15, 06/30/16	100%, Assessment complete	80% Complete	 On Target
2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction) Comments: MAP and AIMSweb data is reviewed. Observation notes and lesson plans show evidence. We did participate in the winter benchmark. Will participate in the spring benchmark. Interim testlets will be used in preparation of AMP.	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	75% Complete	On Target 

<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: Communicate through parent conferences; students in sports have eligibility forms to be signed by parents. PowerSchool grades are available to parents; we have not had any direct inquiry from parents. Some teachers have newsletters promoting assignments. The evidence includes newsletters.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	80% Complete	On Target 
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: PowerTeacher is up to date through eligibility checks in high school and middle school. The principal checks PT for elementary updates. Evidence includes a copy of the eligibility form used in grades 6-12.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	85% Complete	On Target 
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.					
3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.					
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: Culture camp with teachers and a culture day with the community: sewing and cooking. Evidence includes an image</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	60% Complete	On Target 
3.4 Community Relations: Improve community relations through effective communication.					
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: Color of justice program was highlighted which incorporated ELA standards; one student from ATQ was selected. Other organizations have also visited. ASRC is focusing on Inupiaq values and the cultural standards. Evidence includes email exchange with ASRC.</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	50% Complete	On Target 

<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: The webpage is kept current. Evidence is the snapshot of webpage.</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	100% Complete	Achieved 
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: The webpage is set up and ready to accept teacher assignments. One teacher is actively engaged with the webpage. This is a work in progress to get all teachers engaged.</p>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	25% Complete	Off Target 
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: see 3.4.2</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	50% Complete	On Target 





6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.




<p>6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.</p>	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: SAC report including budget</p>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	50% Complete	On Target 




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

Principal Action Plan Worksheet – Mid-Year Status Update


Nuiqsut Trapper School

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator) Comments: <<The Report Card to the Public was held on November 20, 2015 (Evidence is Letter to Parents dated Nov 16, 2015 and Signature page on Nov 20, 2015)>>	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	100% Complete	 On Target
2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction) Comments: <<Certified and Classified staff had professional development for the following topics: PBIS, PLC, School Improvement Planning, Rubicon, Smarter Balance Workshop, Silverback Learning (Evidence is PowerPoint Agenda for In service Nov 9, 2015, Notes from staff and PLC groups various dates on one word document; Staff training on January 25, 2016 for Silverback Learning; picture of staff in training)>>	Principals	07/01/15, 06/30/16	100%, Ongoing PD	75% Complete	 On Target
2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction) Comments: <<MAP Prep August 24, 2015 staff meeting, NWEA. Lexia, AIMSweb benchmarks and progress monitoring for fall and winter, Achieve 3000 throughout year; Current data is in Silverback Learning>>	Principals	07/01/15, 06/30/16	100%, Assessment complete	60% Complete	 On Target
2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction) Comments: <<PLC meeting notes reveal SMART Goals created and partial implementation (Evidence is PLC notes on various dates; picture of PLC groups)>>	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	40% Complete	 On Target

<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: <<Students and Parents have full access to PowerSchool Grade Book; Most teachers have not implemented the web page posting of assignments yet; one staff member has syllabi for each class but not assignments in advance (Students and Parents regularly access Power School to check grades)>></p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50% Complete	 On Target
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: <<Not implemented yet>></p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	0% Complete	 Status?
<p>3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.</p>					
<p>3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.</p>					
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: <<There was a new teacher culture day on August 7, 2015 that included a tour and history of the village. A life long resident described how the village began and then teachers went to the corporation office to learn about the many pictures of the history of Nuiqsut; The students and teachers were allowed to go ice fishing during the school day; teachers and students have been to a whaling send off in the fall; teachers and students attend Puutaluk and a Christmas Program with Inupiaq dancing (evidence is photographs of each event)>></p>	Principals	07/01/15, 06/30/16	100%, Increased collaboration/participation at each site	N/A	N/A
<p>3.4 Community Relations: Improve community relations through effective communication.</p>	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Consistent/effective communication (District and Site)	N/A	N/A
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: <<We had ASCR sponsor JA in a Day, Spencer Conley,</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	50% Complete	 On Target

Conoco-Phillips sponsored a fun run, Christmas party (evidence is pictures)>>					
3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors). Comments: <<All teachers have personalized their web pages We have not kept the calendar current on the school web page, we created a FaceBook page which has been very effective with the community (evidence is www.facebook.com/trapperschool)>>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	80% Complete	 On Target
3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers) Comments: <<Nothing yet>>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	0% Complete	 Not Started
3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc). Comments: <<JA and a Day, ASRC Days, Spencer Conley, Challenge Life, Kuukpik, Conoco Phillips Career Quest presentations to students are reinforced by staff>>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	75% Complete	 On Target




6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.




6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
6.1.4 Gather Site/SAC input on budget to prioritize site needs. Comments: <<Only had one meeting all year, only one quorum>>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	10% Complete	 Waiting on Someone




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

Principal Action Plan Worksheet – Mid-Year Status Update

Nunamiut School – Anaktuvuk Pass, Alaska


District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.					
<p>2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator)</p> <p>Comments: Title I Report Card to the Public Community Meeting on January 12, 2016; SAC meeting agendas, minutes, principal reports ; Regional School Board Report (highlighted school)</p>	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
<p>2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction)</p> <p>Comments: PLC minutes; district inservices, site inservices agenda and minutes (writing and math). Feb. 15-16 anticipated professional development presented by the school district.</p>	Principals	07/01/15, 06/30/16	100%, Ongoing PD	50%	 On Target
<p>2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction)</p> <p>Comments: Teacher lesson plans include standards. Standards posted in classrooms and learning targets posted in the classroom for content currently being taught.</p>	Principals	07/01/15, 06/30/16	100%, Assessment complete	80%	 On Target
<p>2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction)</p> <p>Comments: Teacher lesson plans include formative assessments, such as quizzes, paper and pencil assessments, exit tickets, pre-/post tests, and classroom observations, with frequent feedback, and skills assessments in pe.. Teacher lesson plans, classroom observations, PLC data meetings; assessment calendar of summative assessments.</p>	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	60%	 On Target

<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: Edmodo and Classdojo utilized some MS/HS classes; some teachers use texts and facebook for ongoing family communication. Weekly newsletters utilized in some classrooms.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	60%	 On Target
<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: Teachers directed to post grades at least weekly (in grades 5 through MS/HS – elementary grading system based on standard completion. Teachers mentoring colleagues for Power Teacher.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	50%	 On Target
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.					
<p>3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.</p>	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100, Increased collaboration/participation at each site	N/A	N/A
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: Alaaq Camp and “Subsistence Term” at the beginning of the school year with community member/elders helping to plan and participate in the camp experience. Students remaining at school for the three week activity (Qargi) participated in cultural activities at school (powerpoint of elder interviews, cooking, sewing, elder luncheon with native foods); cultural camp provided by the District Inupiaq department; implementation of Arctic Survival and Sewing (skins) in the MS/HS schedule second term; daily elder luncheons; focus on tribal and city ordinances of our village in HS government classes; elder visits into classroom; elder meetings with ILT teacher and principal; community functions at school and in the community with student participation; National Park Service classroom presentations and lessons; holiday activities (Halloween Costume Contest, Christmas games, local retirements, funerals); Cultural Fun Fridays (native dancing); NCEH (native sewing classes at school and in the community); local museum visits and lessons. Elder and student input into community comprehensive planning. Utilizing local government and ordinances in instruction has been part of building the partnership with the community.</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	100%	 Achieved

3.4 Community Relations: Improve community relations through effective communication.	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Consistent/effective communication (District and Site)	N/A	N/A
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: When Junior Achievement and ASRC are in our school (as they come into the village for others activities), they are often asked to visit classrooms to speak with students, as appropriate to support curriculum standards – such as careers and budgets – to make connections between standards and real life situations. Our Alternative School has coordinated with Ilisagvik College on projects such as Job Club, First Aid, Job Readiness and Introduction to Construction. Plan are to send students to Barrow for drivers education at the college in the spring.</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	60%	 On Target
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: Most of the teachers have completed their webpages. We continue to work on our school webpage. Recently we lost our site tech who was injured in a plane crash and another staff member is assisting with our webpage until the site tech returns. That person is working to update information weekly.</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	50%	 On Target
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: We are working towards 100% of the teaching staff to complete weekly grade updates in Gradebook. Edmodo, more user friendly, is utilized to post grades and assignments also.</p>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	30%	 Off Target
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).</p> <p>Comments: Junior Achievement spent the entire day of October 30th to involve students in activities. ASRC will be on site during the spring semester for “ASRC Day”. During the fall semester the National Park Service and several local community members (previous teachers at the school came into the classrooms to enhance the learning opportunities of students (such as their experiences in South America – in the geography class). One classroom had a visitor from India.</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	70%	 OnTarget

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6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.




6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: Ongoing budget updates are presented to the SAC through the principal reports. The budgeting process was presented before the end of the first semester and has become more a focus as we have begun working on the school budget for the coming school year.</p>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	50%	 On Target





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




Principal Action Plan Worksheet – Mid-Year Status Update

Tikigaq School

District Objectives and Principal Action Items	Who	Start Date, End Date	EOY Target, Measure	% Complete YTD Actual	YTD Status
2 ACADEMIC SUCCESS: Achieve academic success and student engagement through locally and culturally relevant hands-on learning.					
2.4 Academic Achievement: Ensure all students are proficient or advanced in academic areas measured by state and district standards.	DISTRICT OBEJCTIVE	07/01/15, 06/30/16	% Students Meeting State/District Standards	N/A	N/A
<p>2.4.7 Report attendance and associated student achievement to Site Advisory Council and report card to the community at the end of each semester. (Home School Facilitator)</p> <p>Comments: Report card to parents took place. The SAC rarely has a quorum and this has limited some reporting. The SAC has been provided attendance concerns.</p>	Principals	07/01/15, 06/30/16	100%, 1 Report per Semester	75% Complete	 On Target
<p>2.4.10 Provide ongoing professional development on the Alaska State Standards and District adopted standards designed to meet the needs of both new and experienced teachers. (Curriculum and Instruction)</p> <p>Comments: Staff meetings have included attaching the standards and the PLCs work on the standards too. Agendas from staff meeting shows evidence</p>	Principals	07/01/15, 06/30/16	100%, Ongoing PD	75% Complete	 On Target
<p>2.4.11 Assess level of implementation of standards in the classroom. (Curriculum and Instruction)</p> <p>Comments: Teachers have implemented them in lesson plans. Observation notes are the evidence for this implementation.</p>	Principals	07/01/15, 06/30/16	100%, Assessment complete	75% Complete	 On Target
<p>2.4.12 Assure that formative and summative assessments are being utilized to drive instruction (Curriculum & Instruction)</p> <p>Comments: Teachers look at MAP and AIMSweb scores during PLC meetings. The winter benchmark was optional and was not reviewed.</p>	Principals	07/01/15, 06/30/16	100%, Utilization of summative assessments	25% Complete	 On Target
<p>2.4.14 Promote family involvement in student achievement by communicating upcoming assignments and posting grades on a weekly basis.</p> <p>Comments: see 2.4.15</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	20% Complete	 On Target

<p>2.4.15 Demonstrate teacher accountability and transparency by posting upcoming assignments and grades on a weekly basis in PowerTeacher.</p> <p>Comments: Staff are using PowerTeacher; posting on weekly basis is not confirmed. This is something in progress.</p>	Principals	07/01/15, 06/30/16	100%, Weekly postings (managed per site)	20% Complete	 On Target
3 COMMUNITY RESPONSIBILITY: Foster collective responsibility, commitment and trust between the school and community.					
3.1 Community in the School: Build partnerships and increase dialogue to promote collaboration and shared commitment to education including implementation of Qargi recommendations.					
<p>3.1.2 Collaborate with local entities to organize community/school cultural events such as the culture camps. (Inupiaq Education Department)</p> <p>Comments: Cultural camp in the fall was a success. Students have access to making cultural tools with the shop teacher. The Thanksgiving and Christmas feasts were very position.</p>	Principals	07/01/15, 06/30/16	100%, Local collaboration	75% Complete	 On Target
3.4 Community Relations: Improve community relations through effective communication.					
<p>3.4.2 Maximize the instructional value of visits from community organizations by alignment with the Alaska State Standards (i.e. Arctic Slope Regional Corporation, Junior Achievement, Arctic Slope Native Association).</p> <p>Comments: Getting people into the school has been a challenge. We are considering ideas. Junior Achievement did visit the school; alignment to instruction is minimal.</p>	Principals	01/01/16, 06/30/16	100%, Incorporation in Site Plans	10% Complete	 Off Target
<p>3.4.3 Each school will maintain a school webpage with critical school information (Content Contributors).</p> <p>Comments: not in place at this time.</p>	Principals	07/01/15, 06/30/16	100%, Webpage maintained	0% Complete	 Off Target
<p>3.4.4 Teachers will post assignments and update grades weekly on District Webpage. (Teachers)</p> <p>Comments: not in place at this time.</p>	Principals	07/01/15, 06/30/16	100%, Gradebook Utilized	0% Complete	 Off Target
<p>3.4.6 Maximize the instructional value of presentations from community organizations by alignment with the Alaska State Standards. (i.e. Junior</p>	Principals	07/01/15, 06/30/16	100%, On target; Ongoing	10% Complete	 Off Target

Achievement, Arctic Slope Native Association, Challenge Life, Fish and Wildlife, etc).					Off Target
Comments: see 3.4.2 Fish and Wildlife has visited.					
4 FAMILY ENGAGEMENT: Actively empower and engage families and elders in the education of our children.					
4.4 Volunteering: Provide for meaningful parent, elder and community engagement.	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Clear options at each site	N/A	N/A
4.4.3 Develop strategy to share family engagement activities. Comments: As a staff we have talked about this. We do not have a specific strategy.	Principals	07/01/15, 06/30/16	100%, Strategy Developed	0% Complete	 Off Target
4.4.4 Ensure basic teacher-parent communication to provide information regarding classroom expectations (late work policy, classroom participation, etc.), grading and homework on the web. (Education Technology) Comments: Teachers do communicate with parents when work is sent home. Minimal information has been distributed. The web page has not been maximized.	Principals	07/01/15, 06/30/16	100%, Site Implementation	10% Complete	 Off Target
4.5 Communicating: Ensure frequent and regular communication between the school and home.		07/01/15, 06/30/17	100%, Consistent communication from school to home; per site	N/A	N/A
4.5.3 Ensure basic teacher-parent communication to provide information regarding classroom expectations (late work policy, classroom participation, grading and homework). Comments: see 4.4.4	Principals	07/01/15, 06/30/16	100%, Implementation at each Site	10% Complete	 Off Target
4.5.4 Ask parents about expectations of their students during parent-teacher conference. Comments: Parent teacher conferences are well attended. Some evidence includes the handouts to explain the types of supports that can be provided at home.	Principals	07/01/15, 06/30/16	100%, Implementation at each site	50% Complete	 On Target
4.6 Learning at Home: Initiate parent education and resources with specific focus on younger parents.		07/01/15, 06/30/17	100%, Parent education/resources available; per site	N/A	N/A

<p>4.6.2 Train parents on District resources available for home use. (Education Technology)</p> <p>Comments: This is not in place at this time</p>	Principals	07/01/15, 06/30/16	100%, Parent Trainings	0% Complete	 Off Target
<p>4.6.3 Explore options for parent education such as “Parents as Teachers”.</p> <p>Comments: This is minimally in place. Some teachers show parents how to help their children read.</p>	Principals	07/01/15, 06/30/16	100%, Ongoing; On target	20% Complete	 Off Target
<p>6 FINANCIAL AND OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.</p>					
<p>6.1 Financial Stewardship/Management: Ensure financial management based on what is best for our students.</p>	DISTRICT OBJECTIVE	07/01/15, 06/30/17	100%, Fiscal management/budget	N/A	N/A
<p>6.1.4 Gather Site/SAC input on budget to prioritize site needs.</p> <p>Comments: The SAC has not met since 1st semester. The next meeting is February 19.</p>	Principals	07/01/15, 06/30/16	100%, SAC input per Site	0% Complete	 Off Target

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