

Foundation

Our Mission

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.

Our Core Values

Compassion
Avoidance of Conflict
Love and Respect for Our Elders and One Another
Cooperation
Humor
Sharing
Family and Kinship
Knowledge of Language
Hunting Traditions
Respect for Nature
Humility
Spirituality

Competitive Advantages

What we do best

Educational Philosophy

How we will get there

Education, a lifelong process, is the sum of learning acquired through interactions with one's environment, family, community members, schools, and other institutions and agencies. Within the Home Rule Municipality of the North Slope Borough, "schooling" is the specific, mandated responsibility of the North Slope Borough School District Board of Education.

The Board of Education is committed to providing academic excellence in the "schooling" environment. This commitment to academic excellence shall focus on the learner, recognizing that each student brings to the "schooling" environment his own interest, learning styles, cultural background and abilities.

Strategic Goals and District Objectives

Instructional Focus

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

- 1.1 CAIM: Complete Year 5 of the cycle for curriculum alignment, integration and mapping effort based on the Iñupiaq Learning Framework; establish the Sustainability Plan to ensure CAIM is sustained over time.
- 1.2 Academic Success: Students will be proficient or excel in academic areas at a rate equal to or higher than National Standards.
- 1.3 Technology 2.0: Enable student focused technology integration as a creative medium for student learning and ensure that teachers are technologically proficient in order to achieve this.
- 1.4 Student Wellness/Safe School: Enhance student wellness through implementation of a district driven wellness program which encompasses safe school, as well as spiritual, social, cultural, environmental, emotional, physical and economic well-being.

Community and Family Engagement

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

- 2.1 Qargi Concept: Implement the Qargi Concept at each site.
- 2.2 Partnerships: Increase community and business partnerships to build mutual understanding, responsibility and investment in the education of our youth.
- 2.3 Family and Elders: Gain Family/Elder regular involvement, presence and participation in the schools as a powerful influence to improve attendance and school climate.
- 2.4 SAC: Increase the effectiveness of SACs in all communities.
- 2.5 Board: Increase community dialogue, awareness and participation through one Board Member visiting each village once per year.
- 2.6 Calendar: Implement with each community a culturally sensitive calendar that maintains an academic focus throughout.
- 2.7 Community Awareness: Increase awareness on the Slope around the progress and positive momentum happening at NSBSD.

Staff and Board Development

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

- 3.1 Hiring and Recruiting: Improve the hiring and on-boarding process for all employees.
- 3.2 Retention: Maintain a staff turnover rate lower than the Alaska rural average.
- 3.3 Training and Development: Provide professional development and succession planning for certified and classified employees in support of the goals in the strategic plan.
- 3.4 Local Workforce: Maximize our local workforce by growing and employing local staff.
- 3.5 Teacher Evaluation: Provide teacher support through an updated evaluation process that meets new State requirements using the Danielson Framework.

Organizational and Financial Engagement

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

- 4.1 Transparency: Continue to improve and implement transparency and credibility by strengthening financial policies and controls in the budget process.
- 4.2 Learning Environment: Provide classroom environments conducive to learning through proactive operational support including increased focus on efficiency and decreasing our energy consumption.
- 4.3 Technology Hardware: Evaluate and adjust the adequacy of technology as a tool to facilitate learning, communication and collaboration, especially in the villages.

Key Performance Indicators

How we measure success

Measure	Target
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Vision

What our District will look like

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

Implementation

How we make strategy a habit