








# Strategic Plan


## District Leadership: Action Plan




Date Revised: 10/01/09


Priority	School/Departments Goals & Team Member Goals	Who	Year End Target	% Complete/ YTD	Status/ Variance	Start Date/ End Date	Comment
<b>1.1. Allow teachers to focus on our core teaching. (% complete)</b>							Principals identified areas to increase time on task Systemized the AIMSweb assessments Funded a district-wide literacy coach
	1.1.3. Have one site-based literacy coach at each site.	District Leadership		0 %		1-1-2009, 6-30-2010	The board authorized funding for a district-wide coach. Three Title I sites have reading intervention specialists. Pending additional funding.
<b>1.2. Increase student attendance by decreasing absenteeism by 20% at each school. (% decrease in student absenteeism)</b>							District-wide and site-specific competitions last year ASRC did change the dividend release date
	1.2.1. Recommend changes to the NSBSD attendance policy.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.
	1.2.2. Create a district promotion policy that is based on attendance, work completion and skill acquisition that is outcomes based.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.
	1.2.5. Develop intervention strategies through a brainstorming session by principals, and others on improving student and staff.	District Leadership		100 %		1-1-2009, 6-30-2010	District-wide and site-specific initiatives were launched in 2008/09 school year to increase attendance through competitions and incentives. Winners held an ice cream social and received a banner.


1.2.6. Influence AK to change PFD release dates. (District Leadership to state leadership)	District Leadership		0 %		9-1-2009, 6-30-2014	No status to report.
1.2.7. Influence ASRC to change release dates. (with Borough and ASRC)	District Leadership		100 %		1-2-2009, 6-30-2014	Completed. ASRC did change the release date of their dividends to discourage absence.


<b>2.1. Launch and sustain pre-K3/K4 immersion program and expand the pre-K3/K4 Inupiaq language and culture based program slope wide. (% complete)</b>						Pilot launching September 2009 in Barrow for birth from birth to age 3. Program running in AKP.
2.1.1. Design K3/K4 Inupiaq language and culture based program structure with the assistance of local experts.	District Leadership		100 %		1-1-2009, 6-30-2010	Completed. Designed the Inupiat program. Elders are participating. Secured a language expert as our partner in this.


<b>3.2. Board: One board member will visit each village once per year to host community dialogue. (# of village visits by Board members)</b>						Some board members visited Point Hope and attended graduation at other sites. Superintendent to visit all villages this fall. Superintendent and COO have met with community leaders.
3.2.3. Encourage school staff to be more involved in community events.	District Leadership		0 %		1-1-2009, 6-30-2010	Superintendent to visit all of the villages this Fall.

<b>3.4. Elders and Community: Engage the community in the future of their culture and kids through volunteerism. (# of volunteers district wide)</b>						
3.4.1. Implement a planning process that engages the villages to develop a village-specific culture and language program.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.
3.4.4. Identify what curriculum gets moved to make time for Inupiat teaching.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.
3.4.5. Rethink role of HSF to facilitate community engagement. (Involve the HSF, SAC, Tribal, principals and board.)	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.

3.4.6. Craft a resolution to assert the right to autonomy over programs by indigenous boards and committees.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.
3.4.8. Set up an exchange with Greenland and across the Arctic.	District Leadership		0 %		1-1-2009, 6-30-2010	Jana's trip to Greenland.
3.4.9. Convene a bi-annual Community Education Summit in 2009 that is action oriented in 2009.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.

<b>4.1. Hiring and Recruiting: Improve the hiring and on-boarding process for all employees. ()</b>						Hosting a community potluck. Launched site with school-specific pages/sections. Hosted off-site principal meetings. Care packages for all teachers this year.
4.1.3. Build a community of school district employees through village visits with sports teams, off-site principals' meetings, etc.	District Leadership		0 %		1-1-2009, 6-30-2010	Hosted off-site principal meetings.

<b>4.2. Retention: Reduce staff turnover by 20% in Fall 2010. (Retention rate)</b>						80% staff retention rate for 09-10.
4.2.4. Increase staff attendance by revising the policy.	District Leadership		0 %		1-1-2009, 6-30-2010	No status to report.

<b>4.3. Training and Development: Provide professional development and succession planning for employees in support of the goals in the strategic plan. (Professional development planning)</b>						Worked with principals during in-service to design a comprehensive in-service plan that is district wide and site specific. Items listed below are part of this plan. Part of new hire, principal, assistant principal and all hire in-service.
4.3.2. Continue admin mentoring	District Leadership		0 %		1-1-2009, 6-30-2010	Two weeks of principal and assistant principal in-service.

<b>5.4. Foster effective and collaborative communication to sustain a culture of unity and trust. (% complete)</b>							Held dialogue with supt/directors/principals about strategic plan. Organizational chart updated. Repaired central office phone system. Increased personal, non-business contact. Chain of command established.
	5.4.1. Ensure collaborative decision making on initiatives that impact the schools with all stakeholders in our communities.	District Leadership		0 %		1-1-2009, 6-30-2010	Held dialogue with Supt/Directors/Principals about strategic plan
	5.4.1.1. Dialogue with Supt/Directors/Principals about strategic plan (2008-2009)			100 %		1-1-2009, 6-30-2010	
	5.4.2. Provide consistent and effective communication throughout the District so everyone feels connected.	District Leadership		0 %		1-1-2009, 6-30-2010	Provided an organizational chart - completed Repaired central office phone system. - completed Increased personal, non-business contact - completed Follow the chain of command within the District. In process.
	5.4.2.1. • Providing an organizational chart. • Producing a report matrix. Who receives which reports? • Avoid duplication and excessive messages. • Have receptionist on duty so someone answers the phone. • Communicate when principals or CO are off site. • Use the Plan of Service for reference. • Increase personal, non-business contact. • Dialogue with Board/Sup/Directors/Principals about the strategic plan. • Stop multiple requests to different people for the same information. • Follow the chain of command within the District. • Email communication training • Principals' meetings need handout before meeting; time to talk for villages; wait time; faculty meeting • Develop Board FAQs • Provide consistent and effective communication to the Superintendent. (Principals)– Progress monitoring data– Monthly principal newsletter– Friday – Teacher/parent contact			0 %		1-1-2009, 6-30-2010	
	5.4.3. Provide periodic (site-based) parent communication regarding student progress.	District Leadership		0 %		1-1-2009, 6-30-2010	