

NWABSD STRATEGIC PLAN JANUARY 2021 – JUNE 2022



Adopted by the Board 02/23/2021

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak
PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

DISTRICT LEADERSHIP

Superintendent

Terri Walker

School Board

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FOUNDATION STATEMENTS

Mission - To provide a learning environment that inspires and challenges students and employees to excel.

Vision - To graduate all students with the knowledge, skills, and attitudes necessary for a successful future.

WE VALUE

Respect
Hard Work
Cooperation
Perseverance
Ability to Adapt
Belief in Yourself
Learning
Resilience
Accountability

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Goal 1: Student Learning				
Objective 1				
NWABSD will all know and value our students during both remote and in-person learning. (Danielson 1b)				
Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Responsibility (Reports To)	Budget
1.1.1 Teachers and staff design culturally relevant learning experiences and resources that integrate students' current knowledge and skills with the current adopted curriculums.	Lesson plans and professional development integrate Standards for Culturally Responsive Schools and Educators Collaborative meetings Resource Repository (ie Cyberduck Curriculum Drive)	Planning to begin May 2021 for FY22 school year Ongoing	Principals (Director of Curriculum)	20 hours of Professional Development time – all staff 1hr Collaborative Time Every Other Week – All staff \$3500 consultant fees (professional learning support) – grant funds available
1.1.2 Student Data Teams identify and act on student social/emotional, behavioral, and academic needs.	Implementation of Embrace (MTSS 504 and IEP data system) Embrace Development Timeline and Professional Development: Principals and teachers Fall 2021 Collaborative Meetings Student Data Team agendas reflect focused interventions	Development of platform Spring 2021 Pilot platform Spring 2021 MTSS training for principals Fall 2021 Initial implementation Fall 2021 Collaborative schedule starting August 2021	Director of Curriculum Director of Student Services	7 hours of Professional Development time – all principals 2 days of Professional Development time – all SPED Teachers 1hr Collaborative Time Every Other Week – All staff \$10,000 – budgeted in Grants and Student Services
1.1.3 Develop a culturally responsive Physical Science and Biology curriculum	Timeline Course outline Curriculum resources Course on Canvas Professional Dev of course and materials	Physical Science Planning Begins Spring 2021 Physical Science Implementation Fall 2022 Biology planning begins Fall 2022	Director of Curriculum (Assistant Superintendent)	1 Full-time 261 days/year Employee 1 Full-time 200 days/year Employee 14 Days – Committee Work - 13 People with Extra Duty Contracts 3 days of Professional Development time (1 day/year for three years) – all staff 6 days of additional Professional Development time (2 days/year for 3 years) – Science staff \$995,000 for three years – not currently funded - The District is seeking grant funding – grant award unknown until October 2021 Estimated ongoing annual budget items after development: - Professional Development for staff - 2 Full Time Employees - Resource materials refreshed



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Objective 2 NWABSD will build responsive learning environments during both remote and in-person learning (Danielson 2a, 2c, 3d)				
Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Responsibility (Reports To)	Budget
1.2.1 Provide equitable access to learning resources and supports.	Provide professional development on strategies to provide equitable access to learning resources.	Assessment phase Spring 2021	Director of Curriculum	2 hours of Professional Development time – all staff
1.2.2 Provide two weeks of downloaded instructional videos for use if/when a school goes to remote learning status (Red High-Risk Operational Status).	Provide professional development Collaboration time focused on creating videos Two-week emergency lesson plans that include downloadable instructional videos and learning materials	Beginning 3 rd quarter 2021 and ongoing until COVID no longer impacts learning.	Principals (Director of Curriculum)	10 hours of Professional Development time – all staff
1.2.3 Provide interventions and supports for credit-deficit high school students and K-8 projected learning loss	High school graduate rate MAP Scores	Planning and acquisition phase Summer 2021 Implement plan Fall 2021		\$125,000 – ESSER II Grant funds available - 6 week \$45,000 materials K-8, ESSER II Funds \$50,000 Extra Duty Contact for K-8 2-week summer program, ESSER II Funds
Objective 3 NWABSD will engage all students in learning during both remote and in-person learning. (Danielson 1e, 3b, 3c)				
Strategies and Actions	Key Indicators/Metric	Completion Date	Responsibility (Reports To)	Budget
1.3.1 Empower student learning through teacher clarity.	District-wide scope & sequence for all curriculums (analyze standards) "Powers Standards" Master Schedule 2-year rotation Provide professional development on teacher clarity and feedback. Inclusion of Learning intentions (What am I learning?), relevance (Why am I learning this?), and success criteria (How do I know when I have learning it?) in the lesson plans template.	Scope & Sequence – begin in collaboration meetings F2021 and ongoing. Revision of Lesson Plan template Spring/Summer 2021 Lesson Planning and PD - Fall 2021	Principals (Director of Curriculum)	40 hours of Professional Development time – IPRARS Grant 24 hours of Professional Development for Instructional Leaders – ASLI – IPRARS 1hr Collaborative Time Every Other Week – All staff \$10,000 Resources
1.3.2 Students reflect, reason, and explain their thinking by asking and answering questions and engaging in dialogue with others.	Provide professional development on classroom discussion and questioning techniques. Lesson plans integrate classroom discussion activities that provide opportunity for higher-level thinking.	Lesson Planning and PD - Fall 2021	Principals (Director of Curriculum)	20 hours of Professional Development time – all staff



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Goal 2: Student Safety				
Objective 1				
Students and staff will create a safe physical environment.				
Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Responsibility (Reports To)	Budget
2.1.1 Partnership with Navigate 360 to improve overall school safety for staff and students. <ul style="list-style-type: none"> Professional development for all staff focused on updated crisis planning (ALICE framework) through Navigate 360 platform. Implement emergency management suite. Schools complete on-site risk assessment (Navigate 360) 	Professional development planning calendar and staff survey results Emergency management suite training and site implementation Schools completed on-site risk assessment (Navigate 360)	Suite District Admin Training Spring 2021 Principal Training Fall 2021 Risk Assessment completed Summer 2021	Director of State and Federal Programs (Sandra Kowalski)	\$87,000 FY21—Title IV Grant Ongoing \$3700 yearly for platform \$3000 for Training Will continue to be grant funded 3 hours of Professional Development - new staff 2 hours of Online Professional Development – returning staff
2.1.2 Medical professional at major tournaments (such as Orthopedic Physician Association, OPA)	Meet with medical professional group(s) to determine feasibility, timeline and availability Develop MOU with medical professional group	After COVID travel suspension ends	Assistant Superintendent	
Objective 2				
Students and staff learn and work in a safe emotional environment.				
Strategies and Actions	Key Indicators/metric	Completion Date/Timeline	Responsibility (Reports To)	Budget
2.2.1 Continued implementation of Safe & Civil protocols with increased emphasis in building student/teacher relationships through STOIC <ul style="list-style-type: none"> Take SCSC STOIC (Interactions) and focus PD to support relationships piece of SCSC Train teachers on the types of interactions that support building relationships with our students and parents with ongoing PD in STOIC while increasing teacher's cultural competencies Continue implementation of SEL (Social Emotional Learning) curriculum 	Professional development planning calendar and staff survey results School Climate and Connectedness Survey Parent input Form	Planning to begin May 2021 for FY22 school year	Principals (Assistant Superintendent)	\$5,400 – consultant from Safe & Civil 10 hours of Professional Development – all staff 3 hours of Professional Development - principals
2.2.2 Expand the availability for online counseling to all students	Increased number of students receiving counseling	Planning to begin May 2021 for FY22 school year	Director of Student Services	0 hours of Professional Development time \$18,000 – 3/4 th grant funded and budgeted with regular operating funds
2.2.3 Staff training on identifying and responding to virtual incidences of potential harm to self	Collaborative meeting planning calendar and staff survey results	Spring 2021 Collaborative Meeting Date	Director of Student Services	1 hour of Professional Development time – all staff; additional as needed



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Objective 3 Students, staff, and communities stay current and responsive to COVID considerations.				
Strategies and Actions	Key Indicator/Metric	Completion Date/Timeline	Responsibility (Reports To)	Budget
2.3.1 Monitor local, regional, and state mandates along with DHSS and CDC guidelines throughout COVID crisis	Updated requirements for employees and students that support COVID safe learning environment	Ongoing through COVID crisis	Assistant Superintendent	
2.3.2 Monitor updates from State Health Team along with DHSS and CDC guidelines throughout COVID crisis	Updated mitigation plans based on new and pertinent information.	Ongoing through COVID crisis	Assistant Superintendent	



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Goal 3: Family Support and Engagement				
Objective 1				
NWABSD staff will have consistent, professional, and family friendly communication with all stakeholders and families.				
Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Responsibility (Reports To)	Budget
3.1.1 Gather family input at each site (in conjunction with open houses, parent teacher conferences or other established school event) on how families prefer to be engaged and communicated with.	Surveys Minutes/notes	September of 2021 & February of 2022	Principals (Director of State and Federal Programs)	
3.1.2 Establish structures and processes that keep families informed about the instructional program and seek feedback.	Establish a standardized site-based newsletter with information about instructional programs Informational Packets (paper, District website, Facebook pages, family dashboard on school websites, etc.) ASC Meeting Minutes Solicitation of comments from interested parties.	Quarterly, beginning 4 th quarter	Assistant Superintendent	
3.1.3 Schools provide updates in a variety of ways (i.e., paper, radio, VHF, phone calls, internet, Power Announce, ASC meetings, meal calendars) regarding weekly schedules, class meeting information, assignments and other pertinent information that helps families support their children.	District template/form provided as a calendar event for principals to report communications.	Beginning 4 th quarter 2021 and ongoing, weekly	Principals (Superintendent)	
Objective 2				
NWABSD will provide opportunities that support and engage families				
Strategies and Actions	Key Indicators/Metrics	Completion Date/Timeline	Responsibility (Reports To)	Budget
3.2.1 Train parents on navigating learning, participation, and communication platforms. <ul style="list-style-type: none"> • Create training opportunities for parents/students to reach out to for assistance. (pending available funding) • Implement ongoing survey to create a system to document and track home or family parameters that might impact student participation and learning. • Host a site-based parent hour to provide information on platforms • Create a digital resource section on learning, participation, and communication platforms in the student parent handbook. 	Attendance and/or phone record for the tutoring opportunities and/or hotline Ongoing survey results to create a system to document and track home or family parameters that might impact student participation and learning. Parent forum attendance to provide information on platforms. Student parent handbook with a digital resource section on learning, participation, and communication platforms. How-to videos on the website	Establishment of tutoring hotline Spring 2021 Attendance will be monitored each quarter through Canvas assignment Surveys to be sent to families once a quarter beginning 3 rd quarter 2021 Parent forums to take place once a quarter beginning 3 rd quarter 2021 Student handbook to be updated for the 2021-2022 school year Parent attendance, training completion certificates	Principals (Assistant Superintendent)	



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<p>3.2.2 Connect students' out-of-school learning and lives to their efforts in school and take the lead in forming partnerships and relationships to strengthen those connections.</p>	<p>Increased attendance rate reflects connectedness</p> <p>School Climate and Connectedness survey data will be monitored to determine effective work in this area</p>	<p>Ongoing</p> <p>SCCS completed January 18-February 19</p> <p>Results available summer</p>	<p>Director of Student Services Principals (Assistant Superintendent)</p>	<p>\$7,700 to AASB for the School Climate and Connectedness Survey (SCCS) from Board Budget</p> <p>\$500 for presentation of results</p>
<p>3.2.3 Interact with families and the community in ways that respect their values and cultural backgrounds (Focus on meeting families where they are)</p>	<p>Establish a student fair for cultural skills and activities</p> <p>Establish planning team</p> <p>Identify Local and Regional Partners</p> <p><u>Inupiaq Days Planned on a Regular Basis</u></p>	<p>Establishment of Planning Team Fall 2021</p> <p>Identification Local and Regional Partners Fall 2021</p> <p>Student Fairs to begin Spring of 2022</p>	<p>Assistant Superintendent</p>	<p>\$50,000 JOM Grant Funding</p>
<p>3.2.4 Provide incentives that recognize parents for engagement in parent activities, surveys, student performances and family forums, etc. (pending available funding)</p>	<p>Guidelines and a budget for incentives created by the district</p> <p>An incentive calendar is created based on the guidelines and budget</p>	<p>Planning in Spring/Summer of 2021 for implementation during the 2021/2022 school year</p>	<p>Principals (Assistant Superintendent)</p>	<p>Parent Engagement Funds—JOM, \$10,000 Parent Engagement Funds—Title I Grant, \$45,000 for all sites total</p>