



# FY18-FY21 STRATEGIC PLAN

Fairbanks North Star Borough School District

## MISSION STATEMENT – WHAT IS OUR PURPOSE?

Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.

## CORE VALUES – HOW WILL WE BEHAVE?

- **Student-Centered:** Center everything we do on the student and student learning.
- **Respect:** Respect the diversity and dignity of all.
- **Safe Environment:** Provide a safe learning environment.
- **High Expectations:** Maintain high expectations and educational opportunities to inspire high achievement.
- **Collaborative:** Engage with students, family, staff and community to support student success.
- **Innovative:** Be innovative and adaptive to student needs.
- **Integrity:** Be transparent, trustworthy and professional.

## VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?

We envision *learning without boundaries*, where every student achieves his/her path to academic and career success. Learning will be driven by student need, through flexible and adaptive options. Supporting the district's educational system are highly engaged families; proven technology infrastructure; staff that are continually raising the bar in their profession; and a community that is committed to growing our future.

## STRATEGIC GOALS – HOW WILL WE SUCCEED?

1. **Personalized Learning:** Provide all students with options to meet their needs and *achieve academic success*.
2. **Effective Communication:** Establish relevant, inclusive, and consistent two-way communication to enable/encourage student, parent, staff and community connectedness with the district and increase the diversity of voices within the district.
3. **Parent & Community Engagement:** Engage parents and the community to create a meaningful learning environment for students.
4. **Organizational Excellence:** Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive.
5. **Technology Integration:** Integrate technology across the district.



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# STRATEGIC GOALS AND DISTRICT OBJECTIVES

## 1. PERSONALIZED LEARNING: Provide all students with options to meet their needs and achieve academic success. \*Objectives under Goal 1 are listed in alphabetical order; not by priority

- **Class Size:** Ensure class size that is conducive to learning.
- **CTE:** Provide comprehensive technical training combined with relevant CTE experiences to increase student awareness of postsecondary options and prepare them for high skill, high demand careers.
- **Effective Teaching:** Support a culture of continuous improvement.
- **eLearning:** Expand student access to online courses.
- **Full-Day Kindergarten:** All kindergartners will have full-day options.
- **K-8 Options:** Expand K-8 options.
- **Secondary Options:** Expand secondary options.
- **Success Pathways:** Create multiple pathways to graduation.
- **Support Services:** Support academic and social/emotional needs of students.

## 2. EFFECTIVE COMMUNICATION: Establish relevant, inclusive, and consistent two-way communication to enable/encourage student, parent, staff and community connectedness with the district and increase the diversity of voices within the district.

- **Parents:** Ensure all parents are informed through systematic, multi-channel delivery of relevant information.
- **Community:** Proactively engage by providing numerous opportunities for dialogue between community and the district.
- **Staff:** Connect and engage with all staff through frequent and streamlined communication.
- **Board:** Guide the strategic direction of the district by facilitating the engagement of all stakeholders both internal and external.

## 3. PARENT & COMMUNITY ENGAGEMENT: Engage parents and the community to create a meaningful learning environment for students.

- **Parent Engagement:** Focus on meaningful parent engagement through a variety of opportunities to support student success.
- **Business Partnerships & Community Groups:** Expand partnerships with businesses and community groups.
- **Stakeholder Engagement:** Engage local stakeholders in educational decision making.
- **UA System & DEED Collaboration:** Collaborate with the University of Alaska System and Department of Education & Early Development to facilitate alignment.

## 4. ORGANIZATIONAL EXCELLENCE: Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive.

- **Operational Support:** Execute efficiency and best practice in operational support and financial management.
- **Diversity:** Engage and foster a strong diverse workforce, representative of all cultures that enriches the quality of education provided to all students.
- **Curriculum System:** Redesign our curriculum system to be agile and adaptive to change, keeping materials and resources relevant.
- **School Buildings:** Ensure facility plans to address safety, changing delivery needs and declining enrollment.
- **Workforce Excellence:** Attract, retain and develop excellence in our employees.

## 5. TECHNOLOGY INTEGRATION: Integrate technology across the district.

- **Technology in the Classroom:** Ensure technology is embedded within instruction to support personalized learning.
- **Tech Support:** Improve and expand site-level technology proficiency.
- **IT Infrastructure:** Ensure a robust IT infrastructure.
- **PD for Staff:** Embed technology into all professional development.