



Fairbanks North Star Borough School District

# Fairbanks North Star Borough School District

STRATEGIC PLAN **2025 - 2030**





## Dear FNSBSD Community,

It is with great pride and optimism that I introduce the Fairbanks North Star Borough School District's 2025–2030 Strategic Plan. This plan is the result of an incredible year of collaboration, listening, and shared visioning across our district. From students and staff to families and community members, your voices shaped this plan every step of the way.



More than 4,800 people engaged in surveys and focus groups, sharing both hopes and honest feedback about what our district needs. This feedback was reviewed by a diverse steering committee who guided the direction and priorities of the plan. I'm grateful to everyone who gave their time, insight, and care. The plan reflects what we heard loud and clear: that families want schools where every student feels seen and supported, where learning is engaging and challenging, and where all members of the district community feel connected and valued.

We are a district committed to growth, and that growth is grounded in our shared mission: As a community, we create supportive learning environments where all students thrive. Our strategic plan builds on this foundation with a clear vision of empowering every student to achieve their full potential.

To realize our vision, our strategic plan focuses on four key areas: Achieving Educational Excellence, Supporting Access and Choice, Partnering with Our Community, and Investing in Our People. Each of these pillars includes specific goals and actions that will guide our work in the years to come. Whether it's increasing access to advanced courses, improving communication with families, or strengthening professional development for teachers, this plan gives us a clear and collective path forward.

As we move forward, this plan will serve as a living document—anchoring our decisions, aligning our resources, and ensuring we remain focused on what matters most: the success and well-being of our students.

Thank you for your ongoing support and involvement in our schools. Together, we're building a stronger future for every student in the Fairbanks North Star Borough School District. Here's to a successful and inspiring next five years!

In partnership,

**Dr. Luke Meinert**

Superintendent

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

# District Context



**28**

Schools



**11,800**

Students



**21%**

Military Connected



**32%**  
Economically  
Disadvantaged



**68+**  
Different Heritage  
Languages

## Ethnicities

*(Includes students who identify as an additional race or ethnicity)*

 **76.1%** Caucasian

 **25.4%** Two or More Races

 **21.6%** Alaska Native/  
American Indian

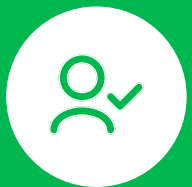
 **10.9%** Hispanic

 **9.9%** African American

 **9.1%** Pacific Islander



2023-24 4-year  
graduation rate:  
**80.7%**



Average attendance  
rate is over  
**91%**



# Strategic Planning Process

The FNSBSD strategic planning process began in April of 2024. For a year, community engagement and feedback has driven the creation of the strategic plan to ensure it represents the FNSBSD community. A steering team made up of students, teachers, parents, community members, staff members, board members reviewed the community engagement data and crafted the strategic plan based on key takeaways.





## Numbers to Highlight

10 

weeks were spent engaging the FNSBSD community

24 

focus groups were conducted both in person and virtually across the district

143 

constituents participated in focus groups

3 

surveys were conducted with **4,830** total responses

Steering Team members spent 17 hours through virtual and in-person touchpoints to review data and create the strategic plan.





# Fairbanks North Star Borough School District

## STRATEGIC PLAN 2025 - 2030



### Mission

As a community, we create supportive learning environments where all students thrive.



### Vision

Empowering every student to take ownership of their learning, choices, and future.



## Values

### Belonging

We commit to a safe and welcoming environment where each individual feels accepted, valued, respected and integral to the school community.

### Community

We establish strong and meaningful connections where students, families and staff support each other's growth and success.

### Creativity

We are innovative in solving problems and finding new solutions, and empower our students and staff to express themselves and explore new ideas.

### Growth

We believe learning is an ongoing journey and support the continuous development of our students and staff, celebrating their successes along the way.





# Pillars



## PILLAR 1

Achieving  
Educational  
Excellence



## PILLAR 2

Supporting  
Access and  
Choice



## PILLAR 3

Partnering  
with Our  
Community



## PILLAR 4

Investing  
in Our People



# PILLAR 1

## Achieving Educational Excellence

**We will have high expectations, challenging learning experiences, and strong teaching practices to ensure all students have access to an excellent education.**

### **We will know we are successful if:**

- ✓ Educators consistently foster a culture of high expectations and growth within their classrooms and learning environments.
- ✓ Students meet academic goals.
- ✓ Student growth is celebrated across schools and the district.
- ✓ Students have access to resources that support their growth in all content areas and classes.
- ✓ Students are engaged in their learning and see real-world applications.
- ✓ Educators and staff receive professional learning designed to enhance their efficacy.





# PILLAR 2

## Supporting Access and Choice



We will prioritize meaningful educational opportunities for all students.

We will know we are successful if:

- ✓ Underrepresented groups have increased access to advanced course offerings and learning opportunities.
- ✓ Students and their families have choices in their education through neighborhood schools, responsive community schools, pathways, and alternative learning.
- ✓ Schools offer a multi-faceted portfolio of curriculum and course offerings for students.





# PILLAR 3

## Partnering with Our Community

We will build connection and belonging by using clear communication to engage and inform the community.

We will know we are successful if:

- ✓ FNSBSD Community members feel informed on and know how to access relevant school and district information.
- ✓ FNSBSD Community members have clear opportunities to give feedback on school and district policies.
- ✓ Family members are updated on and engaged in their child's learning and school activities.
- ✓ FNSBSD Community members feel connected to their schools and the district as a whole.
- ✓ Members of the FNSBSD community (students, staff, families) feel included and valued in the district.





# PILLAR 4

## Investing in Our People



We will invest time and resources to create a team culture of continuous learning and growth, where we value staff and celebrate their accomplishments and contributions to student success.

### We will know we are successful if:

- ✓ We attract and retain highly qualified staff across our schools and district.
- ✓ Professional learning for staff is engaging and meaningful.
- ✓ Educators feel empowered to implement best practices in their classrooms and learning environments.
- ✓ Staff feel FNSBSD is an exemplary place to work.







**For more information, visit**

[WWW.K12NORTHSTAR.ORG](http://WWW.K12NORTHSTAR.ORG)