



SY20-25 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?

- **Conducive Learning:** Ensure class size that is conducive to learning.
- **Student-Centered:** Center everything we do on the student and student learning.
- **Respect:** Embody respect for 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.
- **Collaboration:** Engage with students, family, staff and community to support student success.
- **Innovation:** Be innovative and adaptive to student needs.
- **Integrity:** Be transparent, trustworthy and professional.

VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?

We envision each and every student achieving academic and life success by personalizing the learning process.

- **Each and Every Student:** Reach every student by working with each individual, one-by-one.
- **Academic Success:** Improve achievement for all students, close the achievement gaps, and provide accelerated learning options.
- **Life Success:** Prepare every student to contribute to society as a competent, confident, caring and curious citizen.
- **Personalizing Learning:** Provide flexible and adaptive options, pacing and creative support.

STRATEGIC GOALS – HOW WILL WE SUCCEED?

1. **STUDENT SUCCESS:** Increase academic achievement and social emotional well-being for all students.
2. **EQUITY & INCLUSION:** Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.
3. **COMMUNICATION & ENGAGEMENT:** Ensure students, staff, families and the community are informed, connected and engaged with the District.
4. **WORKFORCE & ORGANIZATIONAL EXCELLENCE:** Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.



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STRATEGIC GOALS AND DISTRICT OBJECTIVES

- 1. STUDENT SUCCESS: Increase academic achievement and social emotional well-being for all students.**
 - 1.1 Competency Based Learning:** Define competencies by grade level and content areas, allowing students to advance based upon demonstrated mastery rather than seat time.
 - 1.2 CTE:** Expand CTE pathways and access to career and technical education opportunities across the District.
 - 1.3 Instructional Excellence:** Engage teachers in reflective practices in a cycle of continuous improvement.
 - 1.4 Multiple Pathways:** Provide multiple ways to progress through the K-12 system based on student needs and interests.
 - 1.5 Personalizing Options:** Utilize the “Core 4” key elements to personalize learning and meet student needs.
 - 1.6 Social Emotional Learning:** Support the social emotional needs and character development of all students through a personalized learning model.
 - 1.7 Technology in the Classroom:** Ensure technology is embedded within instruction as appropriate to support learning.

- 2. EQUITY & INCLUSION: Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.**
 - 2.1 Equity & Access:** Close opportunity gaps while increasing student outcomes/achievement for all.
 - 2.2 Diversity/Inclusion:** Create a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness and civic responsibility.

- 3. COMMUNICATION & ENGAGEMENT: Ensure students, staff, families and the community are informed, connected and engaged with the District.**
 - 3.1 Effective Communication:** Enable consistent, relevant and inclusive two-way dialogue with internal and external stakeholders.
 - 3.2 Family Engagement:** Celebrate and support the diverse ways families engage in partnering for student success.
 - 3.3 Community Partnerships:** Engage local stakeholders in contributing to student success.

- 4. WORKFORCE & ORGANIZATIONAL EXCELLENCE: Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.**
 - 4.1 Workforce Excellence:** Attract, retain and empower excellence in our employees.
 - 4.2 Safety & Wellness:** Achieve an environment that promotes social, emotional and physical safety.
 - 4.3 Facilities:** Ensure facility plans to address safety, changing needs and fluctuating enrollment.
 - 4.4 District Operations/Site Support:** Execute efficiency and best practice in operational support and financial management for schools, students and staff.
 - 4.5 Technology Adoption:** Continue to develop capacity for staff to effectively use technology through continual training and support.
 - 4.6 IT Infrastructure:** Ensure robust, reliable and relevant technology infrastructure.

Board Approved as of October 15, 2019