



*Nome Public Schools*

## **Nome City School District**

Seeks Qualified Applicants for Superintendent

### **Application and Timetable**

The five-member Nome City School District Board of Education is seeking a superintendent of schools. Applicants who have extensive experience as a school administrator and a proven history of improving student achievement are desired. The Board is looking for applicants who have demonstrated expertise and knowledge of culturally responsive instruction, and familiarity with equity frameworks for improving student and school performance. The compensation package includes a starting salary of \$120,000 (DOE) with an attractive benefits package including modern furnished housing and personal/professional use of a district-owned vehicle.

### **Timetable**

Application deadline:	March 11, 2019
Finalist selection:	March 25, 2018
Interviews in Nome:	Mid-April (TBD) 2019
Employment begins:	July 1, 2019

The Association of Alaska School Boards (AASB) is facilitating the superintendent search. Lon Garrison and Timi Tullis are the AASB search consultants. Closing date for receipt of all application material is midnight **March 11, 2018**.

The following items must accompany all applications:

- Completed application (available online)
- Confidential placement file including academic transcripts
- Minimum of three confidential AASB reference forms (available online)
- Current resume
- Certificate copy

Application Material should be sent to:

Association of Alaska School Boards

1111 W. 9th St., Juneau, Alaska 99801

Phone: (907) 463-1660

Email: Kelly Hultengren at [khultengren@asab.org](mailto:khultengren@asab.org)

Please visit the Association's web site at <http://www.aasb.org> for more information about this search. Lon Garrison and Timi Tullis will serve as the AASB search consultants for the Nome City School District Board of Education superintendent search.

### **Qualifications of the Candidate**

The Board of Education is seeking a candidate that will work with the Board to meet its established mission and goals. The stated mission is:

*"Nome Public Schools in active partnership with families and the community educates and inspires students to be successful and responsible global citizens in an environment that represents rich cultural diversities and local traditions."*

The Board is committed to a selection process that is fair and open to all qualified candidates. Priority will be given to candidates whose experience and background closely matches the following characteristics.

### **Professional Experience – Qualifications**

- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Extensive experience as a school administrator with prior central office experience required.

### **Desired Background**

- Experience in developing and supporting curriculum and instruction
- Keen understanding and prior involvement with school finance and operations
- Capacity and interest to create and support grant initiatives
  
- Previous experience with professional contract negotiations

### **Personal Characteristics**

- Capacity to develop relationships built on honesty and straight-forwardness
- Possess excellent communication skills – written and verbal
- Willingness to embrace an "open door" style of leadership
- Ability to create a supportive "team" environment with the board and fellow administrators
- Active and visible within the district, community, and region
- Capability to support culturally responsive teaching that empowers all students intellectually, socially, emotionally, and politically by using **cultural** referents to impart knowledge, skills, and attitudes relevant to our local and regional community

### **Compensation**

Salary range: The Board is willing to offer a multi-year contract with a starting salary of \$120,000 (DOE) for a 260-day contract. A comprehensive benefits package is provided that includes furnished modern housing and a vehicle at full district expense, 30 days vacation, 5 personal leave days, life insurance, and comprehensive family medical insurance.

**The Current Strategic Plan, developed in 2016 has the following goals:**

- 1.Ensure all students are confident and successful through training, life skill preparation, and a diverse curriculum.
- 2.All students will perform at or above grade level in core subjects.
- 3.Staff, educators, and administrators will be knowledgeable about local culture, language, and local history.
- 4.Staff, educators, and administrators will be aware of issues around racial equity for Alaska Native people.
- 5.Community members will be given opportunities to offer input into the educational resources and materials used in our schools.
- 6.All students, families, community, and staff will feel inspired by and strongly connected to their school.
- 7.Local and regional community members will be offered opportunities to address students.
- 8.Recruit and retain high-quality teachers and administrators.
- 9.Become a district that teachers and administrators want to work for.
- 10.Integrate new hires into the community.

**PRINCIPLES – WHAT IS OUR OVERARCHING PURPOSE?**

- The integration of a student's culture in the curriculum within the context of the community through the implementation of the Alaska standards for culturally responsive schools.
- Ensure all students feel connected to their peers and the adults in their schools by improving school climate.
- Ensure all students realize academic success.
- Create and promote positive community partnerships with the district.



**PRIORITIES – WHAT IS OUR NEAR-TERM FOCUS?**

- The board will support the Nome Public Schools strategic equity framework implementation.
- The board will support the integration of personalized learning and assessment methods that will prepare all students for academic and vocational success.
- Provide leadership and support to ensure reading proficiency by 3rd Grade.
- Support the recruitment and retention of competent, effective staff.

## The Nome City Profile

Nome is located along the Bering Sea, on the south coast of the Seward Peninsula, facing Norton Sound. Nome is surrounded by picturesque arctic landscapes that include beautiful hills, valleys, streams, rivers, and ocean beaches all of which are accessible by vehicle. The area is home to a wide variety of wildlife such as Musk Ox and healthy populations of salmon. It lies 539 air miles northwest of Anchorage, a 75-minute flight. It lies 102 miles south of the Arctic Circle, and 161 miles east of Russia. January temperatures range from -3 to 11; July temperatures are typically 44 to 65. Average annual precipitation is 18 inches, including 56 inches of snowfall.



Nome's population of 3,600 is a mixture of Inupiat Eskimos and other varied ethnic groups. Although many employment opportunities are available, subsistence activities are prevalent in the community. Nome is the finish line for the 1,100-mile Iditarod Sled Dog Race from Anchorage, held each March.

Nome is the supply, service, health, and transportation center of the Bering Strait region that includes 15 communities. Government services provide the majority of employment. Sixty residents hold commercial fishing permits. Retail services, transportation, mining, medical, and local corporations provide year-round employment for many residents.

Nome serves as the regional center of transportation for surrounding villages. The state-owned airport has daily jet service by Alaska Airlines to Anchorage. Nome also offers 200 miles of improved roads in the surrounding area.

See <http://www.nomealaska.org/> and/or [http://www.commerce.state.ak.us/dca/commdb/CF\\_BLOCK.cfm](http://www.commerce.state.ak.us/dca/commdb/CF_BLOCK.cfm)

for more information about Nome and other communities in the region.

## The School District Profile:

### Overview

The Nome City School District is committed to excellence and enjoys a highly qualified staff with a modest turnover. For the past several years, the district has embarked on the alignment of the curriculum with the selection of instructional materials to ensure better the success of all students with state identified academic standards and annual assessments.

The school sites are Nome Elementary; Nome-Beltz Jr./Sr. High School; Anvil City Science Academy, a charter school; and Nome Youth Facility, a state facility for youth in detention. The district also administers the Extensions home school program for Nome residents in grades 7-12.



Nome-Beltz Jr./Sr. High School, accredited by the Northwest Association of Accredited Schools, offers a comprehensive program supported by a robust vocational education partnership provided by the Northwest Alaska Career and Technical Center. Nome has many successful graduates who currently work in the region. The graduating class of 2017 found 25 of 29 graduates participating in post-secondary training. Nome High School students are frequently acknowledged for academic, sportsmanship, and athletic achievements.

**Current Budget**

Operating Budget	\$15,401,268
Special Programs/Grants	\$2,112,952
Capital Projects	Nome-Beltz High School Roof Replacement; Anvil City Science Academy restroom remodel

**Revenue**

City of Nome	18%
State	49%
Federal/Other	33%

**Fund Balance**

Reserved	\$1,251,543
Unreserved	\$536,109

**Number of Employees**

Certificated Staff	55
Classified Staff	34
District Administrators	8

**Average Teacher Salary** \$64,019

**Number of Students** 722

**School Sites:** 4

**2018 Administrative and School Organizational Structure**

**District Administration**

Superintendent	1
Director of Technology	1
Director of Federal Programs	1
Director of Maintenance	1 - contracted
HR Director	1
Business Manager	1 - contracted
Special Education Director	1

### **School Administration**

Principals	3
Assistant Principals	2

### **School District Location (Map)**



### **Nome City 2018-2019 School Board**

- Mrs. Brandy Arrington, President
- Dr. Barb Amarok, Vice President
- Mrs. Sandra Martinson, Treasurer
- Mrs. Nancy Mendenhall
- Darlene Trigg

Visit the School District's web site at <https://www.nomeschools.org/>

**The Nome City School District is an equal opportunity employer.**