

North Slope Borough School District
Seeks Qualified Applicants for Superintendent/CEO

Closing Date: April 24, 2019



Application and Timetable

The Board of Education of the North Slope Borough School District is conducting a search for a Superintendent/CEO. The Board is especially interested in applicants with experience in implementing strategic plans, a thorough understanding of education finance, proven educational leadership, and the ability to advocate effectively with government agencies and legislative bodies. The new Superintendent/CEO is expected to begin work on July 1, 2019 or as soon after as feasible.

The Association of Alaska School Boards (AASB) is assisting the Board with its search process, which is designed to recruit highly qualified candidates. The Board will review applications the week of April 29, 2019. All applications will be acknowledged. AASB staff will conduct limited background checks on all applicants prior to the Board's review of applicant files. The Board will evaluate all applications and invite a limited number of candidates to interview at District expense. Interviews for the finalists will be conducted in the District early in the week of May 20, 2019.



The following items must accompany all applications:

- a confidential placement file
- academic transcripts
- confidential AASB reference forms (available on line)
- current resume
- certificate copy, if applicable

Application Material should be sent to:

Association of Alaska School Boards
1111 W. 9th St.,
Juneau, Alaska 99801
Phone: (907) 586-1083
Email: khultengren@aab.org



Qualifications of the Candidate

The Board recognizes that selecting the Superintendent/CEO is one of the most important decisions it will make. 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.



Candidates must hold the following minimum qualifications:

- Graduate degree in educational leadership or equivalent in relevant area.
- Proven administrative experience and leadership skills.
- Experience in advocating effectively with government agencies and legislative bodies.

Additional Background and Experience Criteria

- Be supportive of implementing strategic plans and existing district initiatives.
- Ability to motivate and lead the District's high performing administrative team.
- Possesses a thorough understanding of education finance and business functions.
- Have proven experience in public outreach and community involvement.
- Be innovative in securing new sources of revenue.
- Have experience working with diverse cultures; preference given to individuals with experience working with Native cultures and those with Iñupiaq language proficiency.
- Experience with implementing place-based curriculum.
- Alaska Type B certificate with superintendent endorsement preferred.

Personal Characteristics

- Have excellent communication skills.
- Be willing to travel and become involved in all North Slope communities.
- Be diplomatic and capable of developing positive relationships with local, state and federal officials.
- Enjoy working within a diverse community.

Priorities for the New Superintendent/CEO

- Implement the District's Strategic Plan.
- Insure the continuation of successful programs and initiatives already in place.
- Work cooperatively with local, state and federal governments.
- Bridge the gap between the school and the community in order to improve student achievement.
- Continue the system and educational reforms to integrate the Iñupiaq language, history and culture into instruction and operations of district.

Compensation

\$150,000 - \$175,000 (DOE) for a 260-day contract. The district provides an excellent benefit package including free housing, district vehicle, relocation package and comprehensive family health insurance.

Tentative Timetable

Application deadline: [April 24, 2019](#)

Selection of finalists: [week of April 29, 2019](#)

Interviews with board in the District: [week of May 20, 2019](#)

Employment begins: [July 1, 2019 or as soon as feasible](#)

The School District

The school district has an educational program that strives to integrate the Iñupiaq language, history, and culture for children from pre-school through grade 12 to support approximately 2000 students in eight communities across the vast North Slope Region. The District offers a comprehensive education program with additional support including pre-school, community and evening recreational activities, an extensive athletic program, an Iñupiaq language program, an excellent school lunch, breakfast and snack program, and school transportation.

In pursuit of the district's Mission and Vision, NSBSD is using The Iñupiaq Learning Framework as the foundation of the District's curriculum. Schooling by Design is the system used in constructing its district curriculum and Understanding By Design (UbD) is the method of creating classroom units. The district curriculum on the North Slope is framed to highlight the "big ideas" and "essential questions" of the academic disciplines, as defined by state standards, and Iñupiaq culture. Operationally, the curriculum is developed "backward" from authentic performances that require transfer of learning based on the purpose defined in the district's Mission.

The North Slope is home to eight villages and eleven schools. Barrow has an elementary, middle, alternative high school and high school. All the other villages have combined schools that offer pre-school through grade 12.

North Slope Communities:

Anaktuvuk Pass
Atqasuk
Utqiagvik
Kaktovik
Nuiqsut
Point Hope
Point Lay
Wainwright

Mission Statement:

Learning in our schools are rooted in the values, history and language of the Iñupiat. Students develop the academic and cultural skills and knowledge to be:

- Critical and creative thinkers able to adapt in a changing environment and world;
- Active, responsible, contributing members of their communities; and
- Confident, healthy young adults, able to envision, plan and take control.

Vision:

Our students graduate prepared and qualified to excel as productive citizens, able to integrate Iñupiaq knowledge and values with Western ways. Our curriculum and instruction are place and culture-based. Attendance rate is above average. Our parents, students and community members are committed to education and meaningfully engaged. More of our teachers are our own graduates and speak Iñupiaq. Our schools reflect who we are as people.

Strategic Plan Strategy Map:

1. Academic Success/Whole Child:

- ☆ All students will reach their intellectual potential and achieve academic success through integrating Iñupiat knowledge system into the core content areas and focusing on the development of the Whole Child.

2. Qargi/Community Spirit:

- ☆ Fostering the reclamation and recovery of the responsibility each one of us has for living the Iñupiat values and being accountable at the personal and community level for “walking the talk,” embodying the QARGI spirit and commitment to education.

3. Staff Recruitment and Retention:

- ☆ Strengthen the recruitment and retention of highly effective staff and inspire indigenous Iñupiat teachers.

4. Financial and Operational Stewardship:

- ☆ Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

~Approved April 2019

District Financial and Employee Profile

Fiscal Year 2018 Budget	\$68,216,689
Revenue	
Local	\$44,586,975
State Aid	\$19,823,531
Federal Aid	\$ 6,860,419
Expenditure per pupil	\$32,861.98
Undesignated Fund Balance	\$1,932,750
Number of Employees	
Administration	47
Certified	204
Classified – Non-Instructional	176
Classified – Instructional	62
Total Students	2214
School Facilities	11

The North Slope Region

The thrill of crossing the Arctic Circle is the most memorable moment of many visitors coming on Alaska's journey. The people, the places, the history and adventure combine to make the Far North unlike any place else in Alaska. The arctic is a land where tales are passed on for generations, and Native culture is rich in ancient dances, rituals, and craftsmanship.

Visitor's experience the unique vegetation, marine life and wildlife that thrive in the wilderness of Alaska's Far North. Most people imagine snow-covered tundra, but the warm summer sun (which shines for days without end) creates a lush carpet of wildflowers and berries. One of America's most glorious wilderness prizes is the Gates of the Arctic National Park and Preserve. This 8-million-acre park and preserve is home to the mighty Brooks Range, which begins at the Canadian border and stretches across Alaska.

Visitors to the Far North, witness the meeting of two worlds, and discover how Alaska Natives meld their ancient customs with 21st century technology. Summer offers extended daylight, perfect for exploring the vastness of the North Slope Region. It is abundant with wildflowers, birds, and arctic wildlife - such as seals, walrus, reindeer and caribou. There is also excellent fishing for salmon, arctic char, and grayling. Winter provides frozen land, rivers and ocean which extends the reaches of areas to explore by traveling on ice roads, ice and tundra.



Links and Downloads

Learn more about the North Slope Borough School District at:

www.nsbsd.org

www.north-slope.org

www.eed.state.ak.us/tls/assessment/results.html

On behalf of our school community, we encourage you to consider this exceptional career opportunity. For more information, please visit our school district's website at www.nsbsd.org. Thank you for your interest.

Sincerely, The North Slope Borough School District Board of Education

- Roxanne Brower, President
- Muriel Brower, Clerk
- Nora Jane Burns
- Madeline Hickman
- Qaiyaan Harcharek
- Eva Kinneeveauk
- Mary Jo Olemaun