

# Dillingham City School District



## Dillingham City School District

Seeks Qualified Applicants for Superintendent/CEO

### Application and Timetable



The Board of Education of the Dillingham City School District is conducting a search for a superintendent or district chief executive officer (CEO). The successful candidate will have outstanding leadership skills with a strong background in improving student learning, especially reading and math. Demonstrated experience with effective educator recruiting and retention efforts, and cultural sensitivity and responsiveness will enhance a candidate's potential for selection. The board is

especially interested in a leader with high integrity who has proven experience as a manager, team leader, as well as someone who has experience in budget development, human resources and will put students first in all decisions. The successful candidate must respect and work with all constituent groups recognizing the benefit that each stakeholder brings to the District in an effort to meet the needs of all children.

The Association of Alaska School Boards (AASB) is conducting the search. Closing date for all application material is **January 9, 2018, 5:00 pm AST**. The board of education will select finalists on **January 15 or 16, 2018**. Successful candidates will be interviewed in person in Dillingham the week of **January 29 to February 1, 2018**.

The following items must accompany all applications: a placement file including an updated AASB superintendent candidate application, academic transcripts, confidential AASB reference forms from supervisors and/or board members (available on line), current resume, and copies of current certifications or licenses. Candidates applying as a superintendent or CEO should possess an Alaska Type B Certificate with a superintendent endorsement in order to be considered for this position.

### Application Material should be sent to:

Association of Alaska School Boards  
1111 W. 9th St., Juneau, Alaska 99801  
Phone: (907) 586-1083  
Email: [raguilar@asb.org](mailto:raguilar@asb.org)

Visit the Association's Web Site at [www.aasb.org](http://www.aasb.org) for more information about this search. Visit the School District's web at [www.dlgsd.org](http://www.dlgsd.org).

## Qualifications of the Candidate

The Board of Education recognizes that selecting the superintendent is one of the most important decisions it will make and is seeking a candidate that can help the Board meet its established mission and goals. The stated mission is:

***The Dillingham City School District will work in partnership with the whole community to educate all students to be responsible citizens and reach their full potential.***

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 and Personal Characteristics

### ***Minimum Qualifications***

- Hold, or be able to obtain, a Type B administrative certificate.
- Superintendent endorsement preferred.
- Demonstrated successful administrative experience at the assistant superintendent level or above.



### ***Desired Background***

- Proven record of raising student achievement, especially with regard to reading and math skills.
- Demonstrated experience of effective personnel management and contract negotiation.
- Understanding of and appreciation for alternative or collaborative programming including correspondence programs and career and technical education.
- Experience as a budget developer and manager.
- Interest and capacity to guide curriculum efforts and instructional improvements.

### **Personal Attributes**

- Collaborative, forward-thinking leader
- Open and approachable with all constituents
- A confident, knowledgeable education leader
- Enthusiastic and engaging with students, staff, parents and the community
- Is thoughtful, deterministic and applies a fair and consistent approach to challenges
- Possess excellent oral and written communication skills

### **Compensation**

The Board is willing to offer a competitive salary in the \$120,000 - \$130,000 range (DOE) for a 260-day contract. A comprehensive benefit package with 30 days of paid vacation, family medical insurance, life insurance and a relocation package are available.

## Timetable

*Application deadline: **January 9, 2018***

*Selection of Finalists: **January 15, 2018***

*Interviews with Board in Dillingham: **Week of January 29, 2018***

*Employment begins: **July 1, 2018***

## Board Identified Priorities for the New Superintendent

- Focus on improving student achievement especially with regard to reading and math proficiencies.
- Work to actively implement the district mission and vision by aligning district programs and strategies accordingly and work with the school board to implement their annual district goals.
- Provide leadership necessary to help resolve the current stalled contract negotiation with the certified staff.
- Continue to prioritize and work to further embed culturally responsive practices in the district's curriculum and instruction. These practices should demonstrate respect and value of the local Alaska Native culture.



## The School District Profile

### **“Education Our Children Is Our First Priority”**

The Dillingham City School Board of Education is proud of the educational program offered to the approximately 475 students. Students are provided rich, comprehensive programming in the elementary school, middle/high school and the alternative high school located within the middle/high school facility. Despite budgetary challenges and loss of student enrollment, the District has been able to continue its fine arts and vocational program for interested students. Since 2006, a 1 to 1 laptop initiative in grades 6-12 and an up-to-date computer lab at the elementary school level have fortified the educational program. Interested high school students

are afforded an alternative program that serves 30-40 students annually. This program is equipped with a student run Infant and Toddler Program that provide services to children of enrolled students as well as children from the community at-large. The District is proud of its continued focus on its co-curricular program where students continue to excel.

Students are guided by a highly competent and qualified staff that is extremely dedicated to their success. Students, particularly high school students, benefit from a District owned radio station that invites student participation and a high school/university dual enrollment credit opportunity with easy access to the University of Alaska Fairbanks' facility located adjacent to the high school. The District is heavily invested in Responsible Thinking Process (RTP), an initiative that teaches students respect for others by fostering responsible thinking.

The District enjoys outstanding community support as evidenced by the December 2007 successful passage of a \$15 million facilities bond for the renovation and updating of the middle/high and elementary schools. Another great example of community support is the continual donation of sockeye salmon by local Bristol Bay fishermen for use in the school lunch program. Businesses and the community at-large contribute significant financial support for student co-curricular activities, many of which would otherwise not be offered due to challenging budgets.

### **District Strategic Plan Strategies (Goals)**

1. The district will focus on literacy, particularly in early grades, to build a strong foundation for academic success across all subjects.
2. The district will use Response to Intervention strategies to reduce the achievement gap.
3. The district will equip board members and staff with knowledge and tools necessary to effectively engage with families, partners and community.
4. The district will focus on college and career readiness with emphasis on local interest.
5. The district will maintain a safe and respectful environment, and foster personal wellbeing and health among students and staff.

# Dillingham City School District

## District Profile

Current Budget	\$11,346,593
Capital Budget	\$0
Special Programs/Grants	\$1,566,060
Operating Budget	\$9,782,533

## Revenue

Local	\$1,300,050
State	\$7,935,293
Federal	\$2,111,250

## Fund Balance

Appropriated	\$673,747
Unappropriated	\$

## Expenditure per pupil

\$23,887

## Number of Employees

Administration	10
Instructional Staff	44
Non-instructional Staff	39
	92

## Average Teacher Salary

\$62,742

## Number of Students

475

## School Facilities

2

## District Administration

Superintendent	1
Technology Coordinator	1
Maintenance Director	1
Financial Officer	1
Special Education	1
Human Resources	1

## School Administration

Principals	3
Dean of Students	1

Please visit the following websites to learn more: <http://www.dlgsd.org> and [Alaska Assessment Data](#).

## City of Dillingham



Dillingham, population 2500, is the economic and regional hub of Bristol Bay, located approximately 370 air miles southwest of Anchorage. Its location is at the head of Nushagak Bay. Dillingham sits at the edge of rolling tundra with ridges of spruce and birch trees. Pristine lakes and streams abound. The Bristol Bay watershed is known to have one of the largest salmon

runs worldwide. Dillingham is home to both the Nushagak and Wood Rivers, and is strategically located near some of the best commercial fishing fleets in Alaska.

The primary climatic influence is maritime, however, the arctic climate of the Interior also affects the Bristol Bay coast. Average summer temperatures range from 37 to 66 degrees Fahrenheit. Average winter temperatures range from 4 to 30 degrees Fahrenheit. Annual precipitation is 26 inches, and annual snowfall is 65 inches.



The area around Dillingham was inhabited by both Eskimos and Athabascans and became a trade center when Russians erected the Alexandrovski Redoubt (Post) in 1818. Local Native groups and Natives from the Kuskokwim Region, the Alaska Peninsula and Cook Inlet mixed together as they came to visit or live at the post. The community was known as Nushagak by 1837, when a Russian Orthodox mission was established. In 1884 the first salmon cannery in the Bristol Bay region was constructed by Arctic Packing Co., east of the site of modern-day Dillingham. Ten more were established within the next seventeen years. The 1918-19 influenza epidemic struck the region, and left no more than 500 survivors. A hospital and orphanage were established in Kanakanak after the epidemic, 6 miles from the present-day City Center. The City of Dillingham was incorporated in 1963.



A federally-recognized tribe is located in the community -- the Curyung Tribal Council. The population of the community consists of 60.9% Alaska Native or part Native. Traditionally a Yup'ik Eskimo area, with Russian influences, Dillingham is now a highly mixed population of non-Natives and Natives. The outstanding commercial fishing opportunities in the Bristol Bay area are the focus of the local culture.

Dillingham can be reached by air and sea. The State-owned airport provides a well-maintained paved runway and Flight Service Station, with regular jet flights (summer season) and prop aircraft service (year around) are available from Anchorage. A heliport is available at Kanakanak Hospital, where nine physicians are available to serve the needs of the residents. There is a City-operated small boat harbor with 320 slips, a dock, barge landing, boat launch,

and boat haul-out facilities. Two barge lines make scheduled trips from Seattle. There is a 23-mile State-maintained paved road to Aleknagik.

See [http://www.commerce.state.ak.us/dca/commdb/CF\\_BLOCK.htm](http://www.commerce.state.ak.us/dca/commdb/CF_BLOCK.htm) for more information Dillingham and the surrounding region.

**Dillingham Location**



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