

## Kenai Peninsula Borough School District

Seeks Qualified Applicants for Superintendent of Schools

### Introduction

The Kenai Peninsula Borough School District is one of the top performing districts in the state of Alaska encompassing 21 communities within 25,600 square miles and serves nearly 9,000 students. Forty-three school programs offer public education in pre-kindergarten through grade 12 including four charter schools and a home school program. Four of the district's schools are accessible only by water or air; one by hiking or all-terrain vehicle. Each school day, more than 2,700 students are transported a total of 7,200 miles on school buses throughout the District.



### Superintendent Recruitment

The Board of Education of the Kenai Peninsula Borough School District (KPBSD) is searching for a superintendent. The successful candidate will have outstanding educational leadership and advocacy skills. They will possess and demonstrate a strong background in improving student learning in a culturally responsive and student-centered approach. The board is especially interested in a leader with high integrity who has proven experience as an effective educational administrator and school system leader. The preferred candidate should be able to show positive outcomes for student achievement related to their demonstrated expertise in school district finance and budget management, human resources and effective curriculum and instruction implementation. The Kenai Peninsula Borough School District is perhaps one of the most diverse districts in the state regarding community size, ethnicity, and religious composition. Thus, the successful candidate must respect and work with all constituent groups recognizing the benefit that each stakeholder brings to the District to meet the needs of all children.



## Application and Timetable

The Association of Alaska School Boards (AASB) is facilitating the search. The following is the timetable the Board has established for the superintendent search:

### Timetable

<i>Application deadline:</i>	<b>March 15, 2019 (midnight)</b>
<i>Selection of Finalists:</i>	<b>March 21, 2019</b>
<i>Onsite Interviews with the Board:</i>	<b>April 4</b> <b>(Alternate date is April 11<sup>th</sup> if needed)</b>
<i>Employment begins:</i>	<b>July 1, 2019</b>

The following items must comprise a **complete** application file:

- A current or updated AASB superintendent candidate application form
- Copies of applicable academic transcripts
- Three completed, confidential AASB reference forms from supervisors or board members (available online)
- A current resume or CV
- Copies of current certifications or licenses.

*(Candidates applying should possess an **Alaska Type B Certificate** with a **superintendent endorsement** preferred or in process, in order to be considered for this position.)*

### **Application Materials should be sent to:**

*[Digital submission of materials is highly desired, preferably as PDF files.]*

Association of Alaska School Boards  
1111 W. 9th St., Juneau, Alaska 99801  
Phone: (907) 586-1083  
Email: [khultengren@aab.org](mailto:khultengren@aab.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 website at <http://www.kpbsd.k12.ak.us> for additional information about the district, schools, and communities.

### **Compensation Package**

The Board is willing to offer a competitive salary in the \$150,000 - \$175,000 range (DOE) for a 260-day contract. A comprehensive benefits package with a 4 x 4 vehicle for business use, 30 days of paid vacation, family medical insurance, life insurance, a negotiated relocation package, professional development support, and association memberships are available.



## ***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, vision and goals.

The KPBSD mission is:

***Empower all learners to positively shape their futures.***

The KPBSD vision is:

***KPBSD will inspire all learners to pursue their dreams in a rigorous, relevant and responsive environment.***

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 most closely matches the following characteristics.

## ***Professional Experience and Personal Characteristics***

### **Minimum Qualifications**

- Hold, or be able to obtain, a Type B administrative certificate.
- Hold, or be able to obtain, a Superintendent endorsement.
- Demonstrated successful administrative experience at the district office or assistant superintendent level is preferred.
- Minimum administrative experience required is as a school principal.

### **Desired Background**

- Alaska teaching or administrative experience is preferred
- Demonstrated experience in effective personnel management and contract negotiation
- Knowledge and experience in sound fiscal practices and management of district resources
- Demonstrated proficiency and capacity to guide curriculum and instructional improvements
- Demonstrated knowledge and implementation of culturally responsive instruction, trauma-informed practices, and social-emotional learning frameworks
- Demonstrated experience in developing and implementing personalized learning in a systemic way

### **Personal Attributes**

- Strongly committed to a “student first” philosophy
- Exemplary standards of integrity and personal performance, inspires trust, maintains high levels of optimism
- Work cohesively with the KPBSD Board of Education

- Interpersonal skills that lead to building positive, trusting relationships with staff, students and community
- Leadership skills for a geographically and culturally diverse school district
- Knowledge of emerging research and best practices in curriculum and effective instruction
- Build strong relationships to enhance student achievement through collaboration with staff, parents, students, and community
- A leader who has the skills and understanding of the importance of educational advocacy at the local, state and federal levels
- Engaging communicator who succinctly conveys complex concepts. Excellent listener
- Leads and supports efforts for effective community engagement



### ***Board Identified Priorities for the New Superintendent***

- Work to actively implement the district mission and vision by aligning district programs and strategies accordingly and work with the school board to achieve their annual district goals
- Continue to lead the development and implementation of Personalized Learning as a model of educational delivery in KPBSD
- Prioritize the practice of maintaining small class size as a method of continuing high-quality educational delivery
- 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 Russian and Alaska Native cultures
- Work to ensure and support the priority of making all KPBSD schools a safe, welcoming environment for students, staff, parents and the community



**District Profile**

**Kenai Peninsula Borough School District**

<b>Financial Profile</b>	Current Budget - All Funds	\$	169,424,139
	Capital Budget	\$	-
	Special programs/Grants	\$	25,937,586
	Operating Budget - General Fund	\$	143,486,553
<b>Revenue</b>	Local	\$	50,918,432
	State	\$	90,079,059
	Federal	\$	225,000
	<b>Total</b>	\$	141,222,491
<b>Fund Balance</b>	Nonspendable	\$	2,074,756
	Restricted	\$	3,361,630
	Committed	\$	4,289,271
	Assigned	\$	2,802,979
	Unassigned	\$	1,671,218
	<b>Total</b>	\$	14,199,854
<b>Expenditure /student</b>		\$	19,518
<b>School Programs</b>	Traditional		36
	Alternative		2
	Charter		4
	Home School/Correspondence		1
<b>Title I</b>	% free & reduced lunch		37.61%
<b>Number of Employees</b>	General Education Teachers		489
	Special Education Teachers		112
	Specialists (OT, PT, Psych, Counselors, Librarian)		53
	Classified/Support Staff		663
	<b>Total</b>		

**Average teacher salary** 68,163.53

**Number of Students** FY19 Preliminary OASIS 8680

**School Facilities**

<b>District Administration</b>	Superintendent	1
	Asst. Superintendent - Instruction	1
	Asst. Superintendent - Instructional Support	1
	Director of Human Resources and Professional Development	1
	Director of Pupil Services	1
	Director of Elementary and Secondary Education	1
	Director of Federal Programs/K-12 Schools and Assessment.	1
	Director of Information Services	1
	Director of Finance	1
	Director of Planning and Operation	1
	Special Education Coordinators	2
	Program Coordinators	2
	Communications Liaison	1
	<b>Total</b>	<hr/> 15

<b>School Administration</b>	Principals	37
	Asst. Principals	7
	<b>Total</b>	<hr/> 44