



## **Yupiit School District**

*Akiachak, Alaska*

### **Seeking Qualified Applicants for Superintendent of Schools**

The Yupiit Board of Education desires a superintendent that understands, appreciates and will be involved in our local Yup'ik culture. The Board seeks a superintendent that will work to build trusting, positive relationships with employees, regional board members, local advisory board members, and all stakeholders in the three villages of the district (Akiachak, Akiak and Tuluksak). The applicant will recognize and have experience with the uniquely important role of village school principals and their associated local advisory boards and work to support their success in effectively educating Yupiit students who are connected to their local culture and traditions. The Board is seeking an individual that has demonstrated experience with effective and uniquely appropriate ways of measuring student growth and proficiency that recognizes the learning styles and cultural qualities of indigenous people.

The ideal candidate will be adept and experienced in working with federal, state and local agencies including our tribal governments in a collaborative fashion that promotes meeting the needs of Yupiit student success and academic achievement. Additionally, the superintendent will have the skills to work collaboratively with the Board and school communities and will spend quality time in all three communities. We desire a person who has shown an ability to be creative when resources are scarce; who can motivate and lead without oppressing; who is not afraid to aggressively seek other sources of support for educational programs and school maintenance. It is essential in a small district such as ours that a superintendent knows how to work well with a business office and manage the district resources as effectively and efficiently as possible.

### **Application and Timetable**

The Yupiit Board of Education is facilitating the search. The following is the timetable the Board has established for the superintendent search:

#### **Timetable**

<i>Application deadline:</i>	<b><i>May 31, 2021 (5:00 pm AKST)</i></b>
<i>Selection of Finalists:</i>	<b><i>June 10, 2021</i></b>
<i>Interviews with Board:</i>	<b><i>Week of June 21, 2021</i></b>
<i>Employment begins:</i>	<b><i>July 1, 2021</i></b>

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

- A current or updated complete ATP candidate application
- Applicable academic transcripts
- A current resume and/or CV
- Copies of current certifications or licenses.

*(Candidates applying should possess an **Alaska Type B Certificate** with a **superintendent endorsement** 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.]*

Bonnie James, HR Specialist  
P.O. Box 51190, Akiachak, AK 99551  
Phone: (907) 825-3600  
Email: [bjames@yupiit.org](mailto:bjames@yupiit.org)

Visit the School District's website at [www.yupiit.org](http://www.yupiit.org) for additional information about our district, schools and communities.

### **Qualifications of the Candidate**

The Yupiit 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:

***“To educate all children to be successful in any 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 closely matches the following characteristics.

## **Professional Experience and Personal Characteristics**

### ***Minimum Qualifications***

- Hold an Alaska Type B administrative certificate.
- Superintendent endorsement or equivalent required.
- Minimum demonstrated administrative experience at the school principal level or above.

### ***Desired Background***

- Demonstrated experience in understanding and working effectively with American Indian/ Alaska Native students and constituents in ways that provide for increased student success and academic achievement.
- Demonstrated experience of successful personnel management and relationship building as components of effective district leadership, especially in small districts.
- Understanding of and appreciation for alternative or collaborative programming that may focus on local cultural skills and needs which is supported by opportunities for career and technical education.

- Experience as a proficient and adept budget developer and manager.
- Demonstrated capacity to guide local and district-wide culturally relevant curriculum and instructional improvements.
- Demonstrated knowledge and understanding of district leadership and management
- Has a proven history of working to implement the strategic plan of the school district and maintain an unwavering focus on its vision, mission and priorities.

### ***Personal Attributes***

- A collaborative, forward-thinking leader
- Open and approachable with all constituents
- A thoughtful educational activist and leader in both knowledge and demeanor
- A person with a good sense of humor and excellent enthusiasm
- Enthusiastic and engaging with students, staff, parents and the community. Is often in the classrooms and at community events building relationships, report and respect on behalf of the district.
- Demonstrates a high level of cultural responsiveness with students, staff, parents and community
- Possess excellent oral and written communication skills
- Be willing to commit themselves to the good of the students and communities in a long-term sense
- Able to speak to be understood, listen to understand

### **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, 7 holidays, family medical insurance, life insurance and a relocation package are available.

### **Board Identified Priorities for 2021-22**

1. The Board and the district will engage all stake holders to promote community engagement.
2. The Board will develop a district facilities plan.
3. The Board will institute an annual survey to assess school climate and community engagement.
4. The Board will adopt a plan for improved teacher and administrator retention.

# **Yupiit School District Profile**

## **Mission of Yupiit School District**

*“To educate all children to be successful in any environment”*

Yupiit School District (YSD), a Regional Educational Attendance Area, operates three remote schools on the Kuskokwim River in Southwest Alaska. There are 450 students in the district. Our vision is to create a culturally rich, technology driven, and safe learning environment for all students. Our goal is to instill value in education, thereby motivating and empowering students to pursue higher learning. In doing so we hope to expand vocational and career opportunities for all.

The Yupiit School District serves the communities of Akiachak, Akiak, and Tuluksak in the Bethel Census Area of the U.S., State of Alaska. Each village school is K-12. The district office is located in Akiachak, (ACK-ee-uh-chuck) on the west bank of the Kuskokwim River, on the Yukon- Kuskokwim Delta. It lies 18 miles northeast of Bethel. The district employs approximately 70 staff, which includes a principal, certified, and classified staff in each village and numerous district-wide staff. Employment of local residents is a critically important piece of the Yupiit education system.

### **Unique Environment**

The terrain is Arctic Tundra interspersed with willow, alder and spruce trees. The tundra is covered with a wide variety of wild flowers in the spring. The delta is one of the of the state’s primary breeding grounds for ducks, geese and other birds.

The weather can be challenging but has helped to shape us as Yup’ik people. It varies from below zero in the winter to the mid-70’s in the summer, when you will have sunlight most of the day. Although the winter nights can be long, all is not dark. Well-adapted staff may find enjoyment in taking walks or skiing in the moonlight, with a beauty both unique and stark. Snow machines, four wheelers and occasionally a dog-team are common forms of winter transport. When the northern lights are out, an informal phone tree has been known to be established, where staff is contacted during the night to come outside and witness this magnificent event not usually experienced by people living in more southern areas.

Life on the Kuskokwim River is a unique experience that binds our local culture to the land. The river provides subsistence resources such as salmon, sheefish, pike, trout, grayling and waterfowl while also serving as a major transportation corridor during the summer and winter. The area also supports healthy populations of moose and fur bearing mammals.

Our residents and the school system rely heavily upon air transport in and out of Bethel via small aircraft. Bethel airport serves a regional transportation hub that connects to regularly schedules flights to Anchorage via jet and turboprop planes (Alaska Airlines and RAVN Airlines). Bethel also serves as a regional healthcare hub.

## The School Board

The regional school board consists of seven members elected by popular vote by the people of the three villages; three from Akiachak and two each for Akiak and Tuluksak. It is a progressive Board committed to quality education in a culturally relevant and responsive manner.

## Unique Blend of Cultures

You will find a unique blend of cultures at our schools. We are faced daily with the challenging, rewarding and fulfilling opportunities of preserving our Yup'ik culture while preparing our students for their future in the 21st century.

It is not at all unusual to hear lessons being taught to a first grader in Yup'ik, and then to watch that child go to the computer lab and function fluently in English on the Internet.

## Yupit School District Location

The Yupit School District is located about 395 miles WSW of Anchorage, Alaska. By jet, it is just over 1 hour to Bethel regional airport from Anchorage and then a short flight 18 miles upriver to the district office in Akiachak. There is regular scheduled flight service (Jet and turboprop) to Bethel and then scheduled and chartered flight service to each of the villages.

The District is located within the Yukon Delta National Wildlife Refuge, the second largest refuge in the United States covering 19.16 million acres of coastal plain created by the Yukon and Kuskokwim Rivers.

Each of the three communities comprising the Yupit School District are located along the banks for the Kuskokwim River approximately 65 to 80 miles upstream of the confluence with Kuskokwim Bay. The Kuskokwim River is the 9<sup>th</sup> largest river in the US. And runs for 702 miles to the NW side of the Alaska Range.

