



association of  
**ALASKA**  
school boards

# Superintendent Search Service

---



## Ketchikan Gateway Borough School District Ketchikan, Alaska

The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Ketchikan Gateway Borough School District Board of Education. The School District is located in the southernmost region of Alaska and is on the ancestral lands of the Tlingit people. The district is positioned in one of Alaska's breathtaking regions and serves 2,200 students.

Applications are sought from those candidates with successful experience as an administrator with superintendent experience preferred. The Board is seeking a candidate dedicated to providing an education that engages all students, maintains high academic proficiency, and has demonstrated collaborative leadership with Board, staff and the community. The new superintendent is expected to start employment in August 2021.

A salary range of \$135,000-\$150,000 (DOE) with an attractive benefits package is being offered to the successful candidate.

### Timetable

Application deadline:	<b>June 14, 2021</b>
Selection of finalists:	<b>June 28, 2021</b>
Interviews with Board:	<b>July 12-13, 2021</b>
Employment begins:	<b>August 2021</b>

The Association of Alaska School Boards uses an online application system. Please visit the Association's website at <https://aasb.org/superintendent/> for more information about this search and guidance on applying through the Revelus online application system ([aasb.myrevelus.com](https://aasb.myrevelus.com)). Visit the Ketchikan Gateway Borough School District website at <https://www.kgbsd.org> for more details.

Candidates who do not possess an Alaska Type B certificate with a superintendent endorsement should begin the process.



# Ketchikan Gateway Borough School District

---

## DISTRICT BROCHURE

### Vision Statement

Educating and empowering students to be critical thinkers, leaders and problem solvers.

### Mission Statement

Together we foster an educational culture of academic excellence, meaningful connections and nurturing environments to maximize every student's unique potential.

### Board Goals

- All stakeholders will be included and involved with implementation of multi-tiered student support systems.
- All stakeholders will feel safe at KGBSD.
- Incorporate transparency, accountability and integrity to rebuild trust with the many constituents of KGBSD.



## **District and Instructional Program**

Ketchikan Gateway Borough School District includes five elementary schools (two are charter schools); one middle school; one high school; an alternative middle/school high school; a district homeschool program; and a Tribal Scholars program operated with the Ketchikan Indian Community.

Ketchikan Gateway Borough School District serves 2200 students, Prek-12. Approximately 31% of the student body is Alaska Native or American Indian; 49% are Caucasian; and 10% Asian/Pacific Island. The remaining 8% identify as African American, Hispanic and multi-ethnic. Thirty (30%) percent of the students qualify for free and reduced lunch. (2020 statistics)

*\*Ketchikan Daily News photos by Dustin Safranek reprinted with permission.*





*Ketchikan Daily News photos by Dustin Safranek reprinted with permission.*

## District Profile: Ketchikan Gateway Borough School District

### District Profile

# of Communities	1
# of School Facilities	8
Number of Students	2200

### Budget

Current Budget	\$ 46.6m
Capital Budget	\$ ---
Special Programs/Grants	\$ 5.5m
Operating Budget	\$41.1m

### Revenue

Local	\$11.5m
State	\$29.5m
Federal	\$ 100k
Total	\$41.1m

### Fund Balance

Reserved	\$ 723k
Unreserved	\$ 840k
Total	\$ 1.5m

**Expenditure per pupil** \$18686

**Average Teacher Salary** \$80180

### Number of Employees

Administration	88
Primary Teachers	103
Secondary Teachers	73
Non-instructional Staff	193
Total	457

### Administrative and School

#### Organizational Structure

##### District Administration

Superintendent	1
Asst. Superintendent	0
Curriculum & Instruction	1
Maintenance Director	1
Financial Officer	1
Special Education	1
Human Resources	1
Business	5
Total	11

##### School Administration

Principals	8
Assistant Principals	4
Dean of Students	2
Total	14



## Application Process

The Association of Alaska School Boards is facilitating this superintendent search. The closing date for all application material is June 14, 2021. The finalists will be invited to Ketchikan for onsite interviews with the Board and community on July 12-13, 2021.

AASB utilizes an online application system. To complete your candidate profile, you will need to include:

- Your work history (minimum of 3)
- Educational experience
- College degrees (transcripts required)
- Applicable licenses and certificates
- Confidential reference requests (minimum of 3)
- Agreement to undergo a thorough background check.

Background checks will include a national criminal records search, sex offender list search, SSN trace, and verifications of employment, education, and licenses or certificates.

Candidates who do not possess an Alaska Type B certificate with a superintendent endorsement should begin the process.

Visit the Association's website for more information about how to apply for this search at <https://aasb.org/superintendent/>.

## Compensation

The Board is interested in offering a multi-year contract for the successful candidate with a minimum starting salary in the range of \$135,000-\$150,000 (DOE). The contract covers a 260-day work year with annual leave. Additional benefits include a comprehensive family health plan; life insurance; retirement; sick leave; and paid holidays.

## Qualifications of the Candidate

The Board of Education recognizes that the selection of the superintendent is one of its most important decisions. 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:

### Minimum Qualifications

- Masters Degree in education or a related field.
- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Prefer an individual with Superintendent or Assistant Superintendent experience and at a minimum have 3 years principal or district-wide administrative experience.

## **Desired Professional Background and Experience**

- Experience in leading culturally responsive education systems for diverse populations and knowledge of Alaska-Native peoples.
- Skilled in personnel management.
- Demonstrated collaborative leadership skills with the Board, staff, and community.
- Background and experience in school finance, budget development and implementation.
- Familiar with special education law and best practices.

## **Desired Superintendent Personality Characteristics**

- Willing to become an active and invested member of the community.
- Demonstrated strong communication skills with a wide variety of stakeholders to include, but not limited to, the Board, staff, families, communities, businesses, and nonprofits.
- Uphold the highest integrity and principles.
- Demonstrated ability to engage parents and communities in the educational process of their children.
- Supportive and respectful of traditional language and traditions.

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

- Develop a clear communication plan that ensures all students, staff, families and community are informed, connected and engaged with the district.
- Provide equitable opportunities for all students to improve graduation rates and close the achievement gap. (SPED, ELL, trauma engaged through MTSS).
- Advance social emotional learning and early educational interventions to improve outcomes for all students, including, but not limited to ensuring students are reading at level by 3<sup>rd</sup> grade.
- Develop a balanced budget and long-range budget plan that continues to prioritize “staff over stuff” while looking for new revenue sources such as grants and partnership opportunities.

## Ketchikan Gateway Borough School District Board of Education

Nicole Anderson - Board Member  
Braxton Zink - Student Representative  
Diane Gubatayao - Board Member  
Kim Hodne- -President  
Bridget Mattson - Clerk-Treasurer  
Paul Robbins, Jr. - Board Member  
Jordan Tabb - Board Member  
Vacant - Board Member



*Ketchikan Daily News photos by Dustin Safranek reprinted with permission*

### City and Borough of Ketchikan Profile

Famous for its totem poles, float planes and camera-ready beauty, Ketchikan is located on [Revillagigedo Island](#) and is commonly known as Alaska’s “first city” due to its location at the southern tip of Alaska’s Inside Passage.



A scenic town perched along the shores of southeast Alaska's coastal mountains and surrounded by the protected waterways of the Inside Passage, Ketchikan is a popular cruise destination, as well as a wonderful spot for tourists who want to experience an Alaska vacation filled with wilderness and adventure. Such native cultural influences as the majestic totem poles can be seen on downtown streets, in local parks and museums. Ketchikan's geographical location, in the heart of the Tongass National Forest, allows for almost 160 inches of rain each year. Rain, the locals will tell you, is why the fishing is unmatched, the trees are so green, and the wildlife is abundant.

Ketchikan has a rich culture that includes the arts, Alaska Native tribes that trace their histories back thousands of years, and a resilient community that celebrates strength in volunteering and connections to one another.

An island community, Ketchikan is strategically located in southeast Alaska, in the heart of the Inside Passage and the Tongass National Forest and serves as the "hub" to other neighboring communities on Prince of Wales Island (the third-largest island in the nation); Metlakatla (the only Indian Reservation in Alaska), Wrangell, and Prince Rupert in Canada. Saxman, a traditional Alaska Native village within the Ketchikan Gateway Borough, is home to the Cape Fox tribe. Ketchikan is easily accessible to all other major southeast communities and is only 90 minutes from Seattle, WA; 45 minutes from Juneau, AK and 3 hours from Anchorage, AK.

Downtown Ketchikan is a National Historic District. The surrounding borough (Ketchikan Gateway Borough), encompasses suburbs both north and south of the city along the Tongass Highway as well as small rural settlements accessible mostly by water. The total population is approximately 13,500 people.

Transportation within Ketchikan consists of one main roadway that runs through the city center and about 18 miles northwest of Ketchikan and about 12 miles southeast of the town. A municipal bus provides transportation through much of this area. The "downtown" area of Ketchikan is easily walkable.

Additional information can be found at:

[Visit Ketchikan Alaska - Attractions \(visit-ketchikan.com\)](http://visit-ketchikan.com)

[Visit Ketchikan Alaska - Art and Culture \(visit-ketchikan.com\)](http://visit-ketchikan.com)

[Official Website of the City of Ketchikan, Alaska - Medical and Dental \(ktn-ak.us\)](http://ktn-ak.us)

## Getting to Ketchikan

Ketchikan has daily jet service to and from Seattle and Anchorage via Alaska Airlines. Travelers can also access Ketchikan via the Alaska Marine Highway System. The northbound ferry leaves from Bellingham WA and takes about 38 hours. A southbound ferry can be

accessed from Haines AK. Contact the Alaska Marine Highway System for rate and schedule information at 1-800-642-0066.

<https://dot.alaska.gov/amhs>  
[www.alaskaair.com](http://www.alaskaair.com)



Ketchikan Daily News photos by Dustin Safranek reprinted with permission.