

# Dillingham City School District



## Dillingham City School District

Seeks Qualified Applicants for Superintendent

### Application and Timetable



The Board of Education of the Dillingham City School District is conducting a search for a superintendent. 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 **February 7, 2022, 5:00 pm AST**. The board of education will select finalists on **February 21, 2022**. Successful candidates will be interviewed in person in Dillingham on **March 4-5, 2022**, through the following process:

- Arrival on March 4 - Student and Staff Q/A with Evening Community Meet/ Greet
- Formal interviews in closed session with the Board of Education on March 5
- Contract will be offered to successful candidate on March 5, 2022, on-site

### Application Process:

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 School District's web at [www.dlgsd.org](http://www.dlgsd.org).

Questions pertaining to the role should be directed to AASB. Please do not reach out to 1 individual board members.

## 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:

***As part of the community, the Dillingham City School District will promote and lead a safe, supportive, and equitable learning 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, or be able to obtain, a Type B administrative certificate.
- Superintendent endorsement preferred.
- Demonstrated successful school administrative experience.

### ***Desired Background***

- Rural Alaska experience
- Proven record of raising student achievement, especially with regard to reading and math skills.
- Demonstrated experience in 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 \$140,000 - \$160,000 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 is negotiable.

## Timetable

*Application deadline: **February 7, 2022***

*Selection of Finalists: **February 17, 2022***

*Interviews with Board in Dillingham **March 4-5, 2022***

*Employment begins: **July 1, 2022***

## 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, vision, and strategic plan by aligning district programs and strategies accordingly and work with the school board to implement their annual district goals.
- 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 430 students. Students are provided rich, comprehensive programming in the elementary school and middle/high school buildings. Despite budgetary challenges and loss of student enrollment, the District has been able to continue its fine arts and vocational program for interested students. The district has 1 to 1 technology devices which have fortified the educational program. 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**

- Accessible on District Website

#### **District Budget**

- Accessible on District Website



## 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 physicians are available to serve the needs of the residents. There is a city-operated small boat harbor. There is a 23-mile State-maintained paved road to Aleknagik. Multiple barge lines provide service (From Seattle, Anchorage and Seward).