

Superintendent Search Service

Application Deadline:

January 3, 2024

Timeline

Selection of Finalists:
January 20, 2024

**Interviews with the
Board:**
January 30 & 31, 2024

Employment Begins:
July 1, 2024

School Board

Tristan Guevin,
President

Todd Gebler,
Vice President

Tom Williams,
Clerk

Phil Burdick,
Member

Steven Morse,
Member

Felix Myers,
Student Representative

Aubrey LaRue,
Student Representative

Sitka School District

Sitka, Alaska

The five-member Board of Education of the Sitka School District is conducting a search for a Superintendent. The board is especially interested in applicants dedicated to collaborative leadership and excellent communication skills. The new superintendent must work well with Alaska Native or other indigenous cultures and be ready to continue creating a culturally responsive education system for Sitka. The new superintendent is expected to start employment on July 1, 2024.

An annual salary of \$140,000 (DOE) with an attractive benefits package is being offered to the successful candidate. Applications are sought from candidates with demonstrated experience as a superintendent, administrator, or principal.

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 vision and mission and achieve a quality education for all students in attendance.

The district's mission is: The Sitka School District will intentionally develop **Haa Latseení** (Our Strength of Mind, Body, and Spirit) to inspire and prepare students to be compassionate, empowered, and equipped critical thinkers within a global community.

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 match the desired characteristics.

Candidates who do not possess an Alaska Type B certificate should begin the process to be considered for this position.

Application Process

The Association of Alaska School Boards uses an online application system. Please visit the Association's website at aasb.org/superintendent/ for more information about this search and guidance on applying through the Revelus online application system (aasb.myrevelus.com).

Visit the Sitka School District website at sitkaschools.org for more details on this unique Alaskan school district.



Sitka School District Profile

Sitka, Alaska

District Data

Communities: 1
 School Facilities: 6
 Students: 1,107
 Administration: 13
 Instructional Staff: 107
 Non-instructional Staff: 69

Budget

Current Budget: \$28.1m
 Capital Budget: \$150k
 Special Programs/
 Grants: \$5.5m
 Operating Budget: \$22m

Revenue

Local: \$8m
 State: \$13.1m
 Federal: \$568k

Fund Balance

Reserved: \$1.93m
 Unreserved: \$3.09m

Expenditure Per Pupil:
 \$21,232

Average Teacher
 Salary: \$76,986

Average PTR: 12:1

Picturesque and welcoming, Sitka *Sheet'ka* has a strong sense of community and commitment to its students. Sitka sits on an island at the edge of the Pacific Ocean, in the heart of the nation's largest national forest. The Tongass National Forest encompasses 16.7 million acres of temperate rainforest along the Alexander Archipelago. Sitka's location and history bring together a unique assemblage of art, culture, science, fishing, tourism, wildlife, and natural beauty. The City of Sitka and the school district are 860 air miles northwest of Seattle, WA, and 150 air miles from Alaska's capital city, Juneau. Alaska Air and Alaska Seaplanes offer daily flights. The Alaska Marine Highway has scheduled runs between Sitka and Juneau. The city of Sitka is situated on the western coast of Baranof Island, looking out on Sitka Sound and the volcano Mount Edgecumbe.

Student-Focused

With a current enrollment of approximately 1,107 students, the Sitka School District operates six schools, including an alternative high school (Pacific High) and a district-supported homeschool program. Sitka Schools have consistently ranked above average for schools in Alaska in academic proficiency. Keet Gooshi Heen Elementary School was one of three Alaska schools in 2023 to be named a National Blue Ribbon School. Still, evidence suggests that significant gaps exist in academic ability between various student demographics. The school board and staff have strategically worked to improve student outcomes by creating more culturally responsive schools and instruction, implementing social-emotional learning frameworks, and developing closer relationships and collaboration with Sitka's Alaska Native communities (Sitka Tribe, Alaska Native Brotherhood/Alaska Native Sisterhood). This work continues to be a focus for the district.



Sitka High School

Superintendent Search Service

Community Supported

The community of Sitka is exceptionally arts, science, and activities oriented, and it is reflected in the district's commitment to both the arts and extracurricular activities. In concert with the City of Sitka, the school district has an extraordinary performing arts center and possibly the best baseball/softball field in Alaska. Students are actively involved in a wide variety of activities, including baseball, softball, basketball, wrestling, volleyball, swimming, music, and fine arts (band, choir, jazz band, drama, debate).



The school district works closely with several local non-profit organizations to support and enrich student learning opportunities. These include the [Sitka Sound Science Center](#), which is dedicated to increasing understanding and awareness of Alaska's terrestrial and aquatic ecosystems through education and research. The [Sitka Fine Arts Camp](#), a National Endowment of The Arts top ten recognized arts organization, provides Sitka students and those from across the country exceptional opportunities in fine arts.

Wellness and Healthy Living

Sitka offers access to an amazing natural beauty that surrounds the community and is a cornerstone of quality of life. Being active outdoors keeps Sitkans healthy and happy. Trails provide a wide range of opportunities for physical activity, cultural enrichment, and spiritual renewal. Anglers here enjoy world-class saltwater fishing for king salmon and halibut, as well as freshwater fishing from pristine rivers for salmon, steelhead, and rainbow trout.

Mt. Edgecumbe Medical Center (MEMC) is a 25-bed critical access hospital that is a level IV trauma facility. The hospital provides acute medical care, specialty care, and primary and behavioral health services to anyone living, working, or visiting Southeast Alaska. In late 2025 a new state-of-the-art healthcare campus, currently under construction in Sitka, will offer expanded services to meet the demand of local and referred patients across Southeast Alaska.



Photo by Rafe Hanson, www.visitsitka.org

Superintendent Search Service

Additional Information

Board Priorities for the Coming Year

- Commit to the use and implementation of the strategic plan.
- Continue to improve school climate and connectedness for students, staff, and families.
- Maintain, develop, and understand the need for culturally responsive education and community partnerships.
- Develop a transparent budget process with a long-term view that includes stakeholder involvement.

Professional Experience Minimum Qualifications

- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Have demonstrated successful experience as an administrator or principal, with superintendent experience preferred.

Desired Professional Background and Experiences of Candidate

- Experience and willingness to be culturally responsive, especially with Alaska Native or other indigenous cultures.
- Experience in school finance, budget development, implementation and oversight.
- Familiar with special education law and best practices.
- Demonstrated ability in the development of positive community relations.
- Approachable and effective communication skills, both publicly and privately.
- Experience in leading effective staff development for effective support of students.
- Demonstrated leadership skills with the board, staff, and community in support of students.
- Demonstrated experience and interest in education advocacy at the local, state, and national levels.
- Demonstrated history and experience with successfully increasing student achievement.
- Experience with leading education in a small community.

Desired Personal Characteristics of Candidate

- Approachable in demeanor and has an “open door” philosophy.
- Passionate about improving the educational experience for all students to succeed.
- Strong communication skills with a wide variety of audiences including, but not limited to, the Board, staff, families, communities, businesses, and nonprofits.
- Evidence of working collaboratively with staff.
- Ability to problem solve and think critically.
- Supportive and respectful of heritage languages and traditions.