

**HAINES BOROUGH SCHOOL DISTRICT:
Seeks Qualified Applicants for Superintendent**

Closing Date: November 25, 2024

The Haines Borough School District is an equal opportunity employer.

Application & Timetable

The Board of Education of the Haines Borough School District is conducting a search for a Superintendent. The successful candidate will have strong collaborative leadership skills, excellent communication skills, be able to manage and support a highly motivated and talented team of educators and manage a broad range of administrative responsibilities. The successful candidate will focus on implementing Board priorities and policies, as well as oversee the district's financial and operational functions. Additionally, the successful candidate must collaborate with all stakeholder groups, develop meaningful partnerships, and be respected as the educational leader in the community.

Closing date for all application material is November 25, 2024. Selected candidates will be interviewed on-site on December 17-18, 2024.

[The following items must be submitted](#) through Alaska Teacher Placement: cover letter, transcripts, at least three letters of reference, current resume, and copies of current certifications or licenses.

Also, on a separate sheet of paper, please respond to the following three questions:

1. What do you believe are the three most important duties of a superintendent?
2. Describe your leadership style and give an example of how you applied it.
3. How do you personally define student success?

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

<https://www.eed.state.ak.us/TeacherCertification/typeB.html>

Application material should be sent to:

Haines Borough School District
Attn: Tiana Perry-Traudt
PO Box 1289
Haines, AK 99827
Phone: (907) 766-6725
Email: tiana@hbsd.net
Visit the District's web site at: <http://www.hbsd.net>

Application materials may be reviewed by the public after November 25, 2024.

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 who will help the Board meet its established mission and goals.

The Board is committed to a selection process that is open, inclusive, transparent, and fair to all qualified candidates. Priority will be given to candidates whose experience and background closely match the following characteristics.

Professional Experience and Personal Characteristics

Required Qualifications

- Hold, or be eligible for, a Type B administrative certificate from the State of Alaska.

Preferred Qualifications

- Superintendent endorsement from the State of Alaska is preferred but not required.
- Previous successful experience as an administrator is required; experience as a superintendent or assistant superintendent is preferred.

The ideal candidate will:

- Demonstrate competency in the development and management of budgets.
- Demonstrate competency in working with educational policies and HR law.
- Have experience in working with culturally and socioeconomically diverse populations.
- Exhibits a passion for education and student success.
- Demonstrates the ability to be professionally assertive, and command respect while establishing a positive rapport with all stakeholders.
- Demonstrate personal integrity, interpersonal skills and professional leadership.

Compensation

- The Board is willing to offer a competitive salary for a 260-day contract.
- The salary range is: \$135,000-\$150,000, depending on experience, education level, and other factors.
- Health and Life insurance will be the same as other district staff.

Timetable

- Application deadline: November 25, 2024
- Selection candidates for teleconference interviews: December 3, 2024
- Teleconference interviews with the board: December 7, 2024
- In-person interviews in Haines: December 17-18, 2024
- Employment begins: July 1, 2025

Our Mission: Utilizing the abundant resources of the Chilkat Valley and in collaboration with its communities, the Haines Borough School District empowers students to be contributing members of society and critical thinkers prepared for individual success.

The strategic plan was refreshed in 2024 and is available on our website.

The School District Profile

The Haines area was originally settled by the Chilkat Tlingit people over 2,000 years ago.

[Haines Chamber of Commerce](#) describes Haines as a community tucked between sweeping mountain valleys that stretch north across Canada's border and rocky inlet shorelines marking the end of North America's deepest fjord, Haines is a small coastal community deeply connected to the land and the people who choose to call it home. They also described Haines as there is something special about being raised in small-town Alaska. Your children grow up knowing all their classmates and teachers, and sometimes get their first job with a business owner they've known their whole lives. Children also experience familiar community events like the Christmas Tree lighting and watching basketball games on weekend nights, with the unique Southeast Alaska twist of spotting moose, traveling by ferry boat for a sports event or staying up late to watch the northern lights. With an award-winning school district, youth programs year-round, and K-12 athletics, kids in Haines grow up in a safe environment that fosters independence, responsibility, and curiosity.

The town has received diverse honors, Outside Magazine rated Haines in the top twenty "adventure towns" and the Library Journal named the Haines Borough Public Library as the Best Small Library in America. Haines has a thriving community of artists and musicians with local plays, art shows, and music events offered throughout the year. Wildlife enthusiasts come from across the state and nation for the Haines Bald Eagle Festival each Fall.

Haines residents value quality of life and residents stay actively involved to maintain and grow the many assets we have. We are a community that takes pride in its students and their range of academic and extracurricular activities. This pride is reflected in a positive relationship between the district, borough, and entire community.

Haines students are academically successful. We are proud to be a National Blue Ribbon School, a Title 1 Distinguished School and are consistently in the top tier of Alaska School Districts in academic, athletic, and other interscholastic activities. Our school is well rounded with early intervention programs for academics and integration of the arts, music, sports, culinary arts, CTE/vocational technology and Tlingit culture.. Our current staff brings together a broad range of expertise and experience, combining their ideas and energy to create a dynamic school culture. The staff and students of Haines are held to a very high level of expectations.

See <http://www.haines.ak.us>, <http://www.haineschamber.org>,
<http://www.hainesalaska.gov> for more information about the community.

District Profile

Current Budget \$5,709,000

Revenue

Local \$2,225,000

State \$2,835,000

Fund Balance is 6.5% of expenditures

Number of Employees

Administrators 3

Certified Staff 22

Classified Staff 20

Average Teacher Salary \$73,228.00

Number of Students 252

School Sites 1

School Board

Michelle (Shelly) Sloper, President

Michael Wald, Vice President

Brian Clay

Kari Johnson

Keely Baumgartner

Mark Jamison

Kevin Shove

Selby Long, Student Representative