

**Haines Borough School District**  
Seeks Qualified Applicants for Superintendent

**Application and 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.

The new superintendent is expected to begin work ASAP but no later than July 1, 2018.

**Closing date for all application material is January 15, 2018.** Selected candidates will be interviewed by teleconference on February 1-2, 2018, with on-site interviews for finalists on February 22-23, 2018.

The following items must be submitted: cover letter, transcripts, at least three letters of reference, current resume, and copies of current certifications or licenses. 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>

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 apply it.
3. How do you personally define student success?

**Application material should be sent to:**

Haines Borough School District  
Attn.: Ashley Sage  
PO Box 1289  
Haines, AK 99827  
Phone: (907) 766-6725  
Email: [ashley@hbsd.net](mailto:ashley@hbsd.net)  
Visit the District's web site at: <http://www.hbsd.net/>

***Application materials may be reviewed by the public after January 15, 2018.***  
*The Haines Borough School District is an equal opportunity employer.*

### **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 mission of the Haines Borough School District is to graduate life-long learners with the confidence, skills and knowledge to realize their aspirations and contribute to a changing world. 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.

### **Required Qualifications**

- Hold, or be eligible for, a Type B administrative certificate from the State of Alaska.
- Previous successful experience as an administrator is required.

### **Preferred Qualifications**

- Superintendent endorsement from the State of Alaska is preferred but not required.
- Experience as a superintendent or assistant superintendent is preferred.

### **The ideal candidate:**

- a. demonstrates competency in the development and management of budgets.
- b. demonstrates competency in working with educational policies and HR law.
- c. have experience in working with culturally and socioeconomically diverse populations.
- d. exhibits a passion for education and student success.
- e. demonstrates the ability to be professionally assertive and commands respect, while establishing a positive rapport with all stakeholders.
- f. demonstrates 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: \$110,000 to \$120,000

Health and Life insurance will be the same as other district staff.

Moving Expenses TBD

### **Timetable**

- Application deadline: January 15, 2018
- Selection of candidates for teleconference Interviews: February 1-2, 2018
- Teleconference/Skype Interviews: February 1-2, 2018
- Interviews in Haines: February 22-23, 2018
- Employment begins: ASAP or no later than July 1, 2018

### **District Strategic Plan Strategies**

1. *Academic Success*: HBSD will deliver relevant, rigorous, standards-based curriculum in conjunction with a differentiated and flexible approach to ensure that every student stays engaged, reaches high levels of achievement and graduates or achieves an individualized learning plan.
2. *Organizational Excellence*: HBSD will consistently foster a culture of innovation, attract and retain highly effective employees, and support an infrastructure that promotes a responsive academic environment.
3. *Community and Family Engagement*: HBSD will partner with parents and the community to promote shared values and responsibility for student education.

### **The School District Profile**

The Haines Borough School District is located in the Chilkat Valley in Southeast Alaska. Haines is a small coastal town on the road system.

The District serves approximately 260 students, 20 teachers, 1 principal, 1 director, 1 superintendent and 18 support staff. There is a seven-member School Board.

The New York Times describes Haines as a place to experience “the essentials of the Alaskan experience,” from the “wild and wooly individualism” of residents to “seafood restaurants that rival San Francisco’s finest and wildlife viewing opportunities that are unparalleled.” The Haines Chamber of Commerce states, “Haines is known as ‘Alaska’s Best Kept Secret’ – a perfectly distilled sampling of Alaska’s history, scenic beauty, arts and culture, wildlife, and lifestyle... A town renowned for its eclectic offering of all the finest things in life: food, friends and fun.”

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. Haines hosts a number of summer events including the Great Alaska Craft Beer and Homebrew Festival, Kluane-Chilkat Bike Relay, and the Southeast Alaska State Fair. 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 extra-curricular 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 have had the second highest scores on the 2017 Alaska Performance Test. 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. The accreditation report highlighted the positive student-staff connection. We also have a 1:1 computer initiative for grades 5-12. The district prioritizes meeting the needs of all students through options, including a correspondence program and an Independent Learning Center to support students taking independent study courses. 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.

For more information about the community visit:

<https://www.visithaines.com/>

<http://www.haineschamber.org>

<http://www.hainesalaska.gov>

### **District Profile**

Current Budget:

\$ 4,552,528

Revenue:

Local \$1,560,000

State \$ 2,399,722

Federal \$ 155,000

Expenditure per pupil:

\$ 17,509

### **Number of Employees**

Administrators 3

Certified Staff 20

Classified Staff 18

Average Teacher Salary \$ 63,797

Number of Students 260

School Sites 1

### **School Board**

Anne Marie Palmieri, President

Sarah Swinton, Vice President

Brian Clay, Treasurer

Sara Chapell

Inez Gross

Lisa Schwartz

Michael Wald