



association of  
**ALASKA**  
school boards

## Superintendent Search Service

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### **Kashunamiut School District Superintendent Vacancy Chevak, Alaska**

The Kashunamiut Board of Education is conducting a search for a Superintendent of Schools. The Kashunamiut School District is a single site regional educational attendance area serving approximately 317 students in Chevak, Alaska. The Cup'ik village of Chevak is located 136 miles southwest of Bethel where the Yukon-Kuskokwim delta meets the Bering Sea. The Board is seeking a candidate that is a successful school or district administrator who is an energetic, a self-starter with strong capacity as an instructional leader, has demonstrated experience with financial oversight and an ability to lead and collaborate with staff to improve student achievement. The board is especially interested in a leader that recognizes the importance of indigenous language and cultural preservation and its impact on student health and academic success.

A salary range between \$118000 - \$125000 (DOE) for a 260-day contract with an attractive fringe benefit package is being offered to the successful candidate.

The Association of Alaska School Boards (AASB) is facilitating the search. Closing date for all application material is **February 17, 2020, 11:59 pm AST**. The Kashunamiut Board of Education will select finalists on **March 2-6, 2020**. Finalists will be interviewed in person in Chevak the week of **March 23-27 2020**.

The Association of Alaska School Boards uses an online application system. Please visit the Association's website at [aasb.org/superintendent/](https://aasb.org/superintendent/) for more information about this search and guidance on how to apply through the Revelus online application system. Visit the Kashunamiut website at <https://chevakschool.org/> for more information about this unique Alaskan school district.



## **Qualifications of the Candidate:**

The Board of Education recognizes that selecting the Superintendent is one of the most important decisions it will make. 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:**

- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Successful professional experience as a school administrator; superintendent experience is preferred and special consideration will be given those who have such experience.

## **Background and Experience:**

- Knowledge of rural schools and communities is preferred.
- Alaska experience is preferred but not necessary.
- Demonstrated evidence of collaborative leadership to improve instruction and student achievement.
- A commitment to a culturally responsive school program.
- Experience with aligning curriculum to student achievement standards, and locally relevant instruction.
- Experience with contract negotiations.
- Demonstrated successes in grant writing and obtaining alternative funding.
- Experience in supporting classroom educational technology integration.
- Demonstrated knowledge of budgeting and school finance.
- Demonstrated familiarity and/or experience with special education.
- Demonstrated knowledge or experience with facility and capital project management.

## **Personal Characteristics:**

- Supportive and respectful of the traditional Cup'ik language and traditions.
- Friendly and approachable
- Be accessible to community members with a desire to become a member of the community.

- Be able to communicate openly and effectively with the board, staff and community.
- Understand and foster positive board-superintendent relations.

**Board Identified Priorities:**

- The Board wishes to encourage and facilitate as best it can for district para-professionals to continue their work towards obtaining a bachelor’s degree.
- Increase graduation rate with an emphasis on preparation for post-secondary success.
- Hire and retain of highly qualified staff.
- Strong emphasis on ALL students reaching grade level proficiency in reading.
- Ability to secure alternative funding to support district goals.
- Ability to manage a budget efficiently and still grow reserves.

**Compensation:** (\$118,000-\$125,000) for a 260-day contract inclusive of holidays and paid leave.

The district offers modern, furnished subsidized housing for \$400/month rental charge.

A comprehensive benefit package including health and life insurance is offered.

Moving allowance will be negotiated at the time of hire.

**Timetable:**

Application deadline: .....February 17, 2020

Identification of finalists: .....March 2-6, 2020

Interviews with board in the district: .....March 23-27, 2020

Employment begins: .....July 1, 2020

**District strategic plan**

**Vision**

We believe at Kashunamiut School District that each and every student will be safe, supported and challenged so that they can achieve their goals and be successful in a changing society.

**Mission**

The Kashunamiut School District, school, and community, while ensuring respect for all cultures,



will provide the best education possible for students to graduate, enabling them to successfully learn and grow in any environment.

**Long Range Goals:**

- All students at KSD will feel safe and supported in a positive school climate.
- Every Middle School and High School student will explore career options and develop a career plan.
- Staff at KSD will be supportive of one another and work towards being a cohesive, respectful, positive team.
- KSD will ensure that all struggling students will be regularly identified and provided with timely support.

**THE SCHOOL DISTRICT & PROGRAM**

The Kashunamiut School District is a single site regional educational attendance area serving approximately 317 students in Chevak. The K-12 facility was completed in the summer of 2003 and provides adequate space for the instructional program. The school has a full-size gymnasium, theater capabilities in the gymnasium and cafeteria, and extremely well supplied fitness facilities (Free weights, treadmills, steppers, and exercise bikes). All classrooms are connected to the Internet via hard-wire as well as wireless formats. The Kashunamiut School District provides housing for all certified teaching staff that do not own housing in the village.

Kashunamiut Schools has implemented a team teaching approach in our elementary area featuring Cup'ik immersion in Grades K-2. This is supplemented with individualized instruction in reading. High school classes include math, language arts, computer science, social studies, science, vocational technical classes, health and physical education.

KSD continues progress towards the coordination of their curriculum K-12 with an emphasis on making our instruction culturally relevant in all content areas. KSD continues to work toward their goal of graduating students fluent in both the Cup'ik and English languages, comfortable living in Cup'ik and/or Western culture.



Computers and other educational technology are integrated into the instructional program as tools. Each classroom has Internet access. All students K-12 have access to individual computers in the classroom. In addition, our staff utilizes Document Readers, in conjunction with white board technology and video conferencing capability at both the Elementary and Jr./Sr. High levels. The District has been a leader in the preservation of the indigenous language through language immersion classes and the creation of digital, interactive Cup'ik language books.

Academic success is improving with the organization of the curriculum and renewed emphasis being placed on instructional technique. This improvement has shown up on testing as the program grows out of its infancy.

Students are involved in the State Science Fair. The district is committed to an ongoing credit recovery program to assist students who otherwise would likely leave school prior to high school graduation. An after school GED program available to the entire community.

The Cultural Heritage Program, housed on the school campus, is a place where students go to learn about the life-styles, beliefs, and history of their ancestors. Students take part in a wide variety of projects including the making of traditional crafts, tools and masks. They learn the knowledge of Elders through demonstrations and storytelling. Traditional Dance and Songs are taught as an integral part of the curriculum.

RurAL CAP offers a Head Start program and the district now offers a Montessori preschool with a large number of students in attendance which bodes well for future district enrollment. Enrollment projections for the next several years show a steady increase in students for KSD.



### **The Community**

Chevak is located on the north bank of the Niglikfak River, 17 miles east of Hooper Bay in the Yukon-Kuskokwim Delta. Chevak is a Cup'ik Alaska Native village. The original tribe is the Qissunamiut Tribe. Commercial fishing and subsistence activities are an important part of the local culture. The sale or importation of alcohol is banned in the village. The community is not on the road

system. Arrival is either by boat or air. The community is served by regional airlines who make numerous flights a day. The landscape consists of flat tundra and is void of trees. The river and rolling hills create a beautiful village!

Community involvement and participation in the school is encouraged. Residents feel the school is an integral part of their community and have provided a scholarship program for any of their district graduates. For every Chevak graduate who attends post-secondary education full time the district will provide \$500 a semester for the first year. Alaska

Native Cup'ik members of the community are part of the regional Calista Native Corporation.

Alaska Native Cup'ik's have inhabited the region for thousands of years. Chevak is also known as New Chevak because residents inhabited another village called Chevak before 1950. "Old" Chevak, on the north bank of the Kiuqllivik River, 9 miles east of Hooper Bay, was abandoned because of flooding from high storm tides. The name Chevak refers to "a connecting slough," on which "Old" Chevak was situated. Chevak is one of two remaining Cup'ik communities. This website outlines the history of Chevak and how it has come to be the community it is today, <http://luminousluminescence.tripod.com/chevaktl.html>.

Employment in Chevak is at its peak in the summer months and declines to a few full-time positions during winter. Construction projects and BLM fire-fighting provide summer employment. Incomes are supplemented by subsistence activities and handicrafts. Fish, seal, beluga, walrus, clams, waterfowl, edible plants and berries are harvested. Chevak is a participant in the Community Development Quota (CDQ) fisheries program which provides seasonal employment and economic benefit for families.

Chevak has a maritime climate. Temperatures range from -20° (with wind-chill) to 79°F. Snowfall averages 20 inches per year. Freeze-up occurs at the end of October; breakup occurs in May or June.

Eskimo dances, Bingo, City league basketball, and various other events take place regularly in Chevak. The Cup'ik people are very friendly and proud of their local traditions and culture, and Chevak is said to be the friendliest village in Alaska. There are many opportunities to experience culturally relevant activities both in the village as well as out "on the tundra".



## District Profile

Current Budget \$7.5 million

### Number of Employees

Administration: 3

Instructional Staff: 31

Non-instructional Staff: 40

Number of Students = 317

### Facilities: Number of Sites and Buildings:

School Buildings = 1

Housing Units = 11 buildings with 20 dwellings (2 stand-alone, 8 duplex, 1 fourplex)

### School Board Members 2019-2020

Ignatius (Iggy) Chayalkun, President

Gregory Slats, Vice President

Dayna Nash, Secretary

John Atchak

Jeremy Tuluk

Visit the School District's web site at: <http://www.chevakschool.org>

The Kashunamiut School District is an equal opportunity employer.

