



association of
ALASKA
school boards

Superintendent Search Service

Kuspuk School District Superintendent Vacancy Aniak, Alaska



The Board of Education of the Kuspuk School District is conducting a search for a superintendent. Candidates with successful experience as a superintendent, assistant superintendent, or similar administrative service are encouraged to apply. Superintendent experience is preferred. The Kuspuk School District serves approximately 389 students attending nine schools in six villages in an area of roughly 12,000 square miles. These schools and villages are located along 120 miles of the mid-Kuskokwim River from Lower Kalskag to Stony River and are accessible only by air and river travel. The school district offices are located in Aniak, which is about 320 miles west of Anchorage. Aniak is the hub of the region.

A salary range between **\$120,000 - \$135,000**, including a complete benefits package and a relocation stipend of \$5,000, is to be offered to the successful candidate.

The Association of Alaska School Boards (AASB) is facilitating the search. The application closing date is **March 9, 2020, at 11:59 pm AST**. The Kuspuk Board of Education will select finalists on **March 24, 2020**. Finalists will be interviewed in person in Aniak, Alaska, on **April 14-15, 2020**. The position starts July 1, 2020, in Aniak, Alaska, the point of hire.

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 how to apply through the Revelus online application system. Visit the Kuspuk web site at <http://www.kuspuk.org> for more details on this unique Alaskan school district.

Candidates who do not possess an Alaska Type B Certificate with a superintendent endorsement should begin the process to be considered for this position.

The Association of Alaska School Boards (AASB) is facilitating the search. AASB utilizes an online application system. To complete your candidate profile, you will need to include:

- Your work history (minimum of 3),
- Educational experience,

- College degrees (transcripts required),
- Applicable licenses and certificates,
- Confidential reference requests (minimum of 3),
- Agreement to undergo a thorough background check.

Background checks will include a national criminal records search, sex offender list search, SSN trace, and verifications of employment, education, and licenses or certificates.

Visit the Association’s Web Site for more information about this search at <https://aasb.org/superintendent/>

Compensation

The board is offering a competitive salary in the range of \$120,000 – \$135,000 annually. An excellent health insurance benefits package is available to all district employees. The District has a fully furnished home in Aniak for the superintendent at the cost of \$1,500 per month with the District paying all utilities. Also included is a district vehicle for the superintendent’s use. A relocation stipend of \$5,000 is available for the successful candidate.

Timetable

Application deadline: **March 9, 2020**
 Selection of finalists: **March 24, 2020**
 Interviews with Board in Aniak: **April 14-15, 2020**
 Employment begins: **July 1, 2020**

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. Candidates must hold the following minimum qualifications:

Professional Experience – Qualifications:

- Candidates who do not possess an Alaska Type B Certificate with a superintendent endorsement should begin the process to be considered for this position.
- Have demonstrated successful experience as a superintendent, assistant superintendent or similar administrative responsibility in a rural school district; superintendent experience is preferred.

Desired Background:

- Experience with school finance and budget development and management;
- Experience with grants and grant administration;



- Experience in all aspects of personnel management;
- Demonstrated experience as an effective communicator who can engage with all stakeholders but especially with district staff, parents, and students.
- Understand the importance of the effective use of a variety of instructional technologies to facilitate student learning and engagement
- Experience in providing and supporting effective staff development and continued professional growth;
- Experience with the implementation of the district strategic plan using innovative ways to achieve the identified goals.
- Has a culture and practice of being visible in the schools and communities.
- Can demonstrate and provide examples that their leadership has had a positive effect on improving student achievement and success.

Personal Characteristics:

- Possess an array of strong communication skills in dealing with a wide variety of audiences, including the Board, staff, parents, communities, businesses, and non-profits.
- Be a person of the highest integrity and principles in dealings with staff, communities, and students.
- Demonstrated ability to engage parents and communities into the educational process of their children.
- A willingness to frequently travel to remote school sites via small bush aircraft.
- Be a collaborative, responsive, but deterministic leader.
- Be someone adept at problem-solving and critical thinking.
- Be open, supportive, and respectful of the region's endemic languages and cultural traditions.

Board Identified Priorities for the New Superintendent:

1. Work together to create a healthy relationship and environment for learning and support.
2. Create a fiscally responsible budget that seeks creative solutions and other funding sources to provide for the needs of the district.
3. Increase communication and engagement with staff and communities.
4. Increase site visits to the district schools.
5. Increase culturally relevant and academic opportunities for Kuspuk students.

Kuspuk School District

The District

Kuspuk School District covers over 12,000 square miles. It includes nine schools in six villages accessible only by air and river travel. The villages are located along the mid-Kuskokwim River from Lower Kalskag to Stony River 120 miles away. The school district offices are situated in Aniak, which is about 320 miles west of Anchorage. Aniak is the transportation hub of the region. Cold winters, with temperatures sometimes below -50° F, are offset by summers with long days and temperatures occasionally reaching above 80°F. The regional economy is based primarily on subsistence fishing, hunting, and gathering.

Aniak is served by RAVN Air, which provides daily scheduled air service. The school district maintains and operates its own aircraft to support the nine schools.

Kuspuk School District
Working Together to Achieve Every Student's Highest Potential

Upper Kalskag • Lower Kalskag • Aniak • Oondout Creek • Chookbait • Stony River • Shektinu

Kuspuk School District
Working Together to Achieve Every Student's Highest Potential

Upper Kalskag • Lower Kalskag • Aniak • Oondout Creek • Chookbait • Shektinu

***Small Class Size**

***Competitive Salary**

***Excellent Benefits**

Kuspuk is home to 9 schools in 7 villages along the Mid-Kuskokwim River in Western Alaska

907.675.4250
www.kuspuk.org
P.O. Box 49
Aniak, Alaska 99557

"Learning happens inside and outside the classroom"

District Profile: Kuspuk School District

Current Total Budget (6/30/2019) \$18m

Capital Budget **\$4.1m**

Special Programs/Grants **\$1.8m**

Operating Budget **\$14m**

Revenue

State **\$6.3m**

Federal **\$4.2m**

Fund Balance

Appropriated **\$1.3m**

Unappropriated **\$3.8m**

Number of Employees

Instructional Staff **37**

Non-Instructional Staff **60**

Site Administrators **3**

District Administrators **7**

Average Teacher Salary \$66,000

Number of Students 389

School Sites 9

- 1) Stony River – Gusty Michael School – 15 students, K-12.
- 2) Sleetmute – Jack Egnaty Sr. School – 18 students, K-12.
- 3) Crooked Creek – Johnnie John Sr. School – 25 students, K-12.

- 4) Chuathbaluk – Crow Village Sam School – 24 students, K-12.
- 5) Aniak – Auntie Mary Nicoli Elementary School – 79 students, K-5.
- 6) Aniak – Aniak Jr/Sr High School – 58 students, 6-12.
- 7) Kalskag – Joseph & Olinga Gregory Elementary School – 66 students, PreK-2.
- 8) Lower Kalskag – Zackar Levi Elementary School – 37 students, 3-5.
- 9) Kalskag – George Morgan Sr. high School – 67 students, 6-12.



Kuspuk SD 2019/2020 Regional School Board

- Harvey Hoffman, President, Aniak, AK
- Dwayne Hoffman, Vice President, Kalskag, AK
- Phyllis Evan, Secretary/Treasurer, Kalskag, AK
- Adrian Boelens, Member, Aniak, AK
- Alyssa Gregory, Member, Stony River, AK
- Susan Hoeldt, Member, Aniak, AK
- Teresa Simeon-Hunter, Member,
Chuathbaluk, AK
- Desirae Morgan, Student
Representative, Sleetmute, AK

