



association of
ALASKA
school boards

Superintendent Search Service

North Slope Borough School District Superintendent of Schools

The Association of Alaska School Boards is facilitating the North Slope Borough Board of Education search for a Superintendent of schools. The Board is especially interested in applicants with experience in implementing a strategic plan, a thorough understanding of education finance, budget development and implementation, and proven leadership and management skills. In addition, the ideal candidate should have the ability to advocate effectively with all stakeholders, government agencies and legislative bodies to support and improve public education in the North Slope Borough. The new Superintendent is expected to begin work on July 1, 2020.



Salary DOE (minimum starting salary of **\$160,000**) with an attractive benefit package is offered to the successful candidate. District housing is provided, as well as a vehicle and negotiated moving expenses reimbursed.

Timetable

Application deadline: **March 30, 2020**
 Selection of finalists: **April 13-15, 2020**
 Interviews with Board in: **Week of April 27- 29, 2020**
 Employment begins: **July 1, 2020**

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 NSBSD web site at <https://www.nsbds.org/> for more information about this unique Alaskan school district.

For Superintendent candidates who do not possess an Alaska Type B certificate with a superintendent endorsement, they should begin the process immediately.

Qualifications of the Candidate

The Board 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:

- Graduate degree in educational leadership or equivalent in relevant area such as public administration.
- Proven administrative experience and leadership skills.
- Experience in advocating effectively with government agencies and legislative bodies.

Additional Background and Experience Criteria

- Be supportive of implementing strategic plans and existing district initiatives.
- Ability to motivate and lead the District's administrative team.
- Possesses a thorough understanding of education finance and business functions.
- Have proven experience in public outreach and community involvement.
- Be innovative in securing new sources of revenue.
- Have experience working with diverse cultures; preference given to individuals with experience working with Native cultures and those with Iñupiaq language proficiency.
- Experience with implementing place-based curriculum.
- For superintendent, an Alaska Type B certificate with superintendent endorsement is preferred.

Personal Characteristics

- Have excellent communication skills.
- Be willing to travel and become involved in all North Slope communities.
- Be diplomatic and capable of developing positive relationships with local, state and federal officials.
- Enjoy working within a diverse community.

Priorities for the New Superintendent/

- Implement the District's Strategic Plan.
- Insure the continuation of successful programs and initiatives already in place.
- Work cooperatively with local, state and federal governments.
- Bridge the gap between the school and the community in order to improve student

achievement.

- Continue the system and educational reforms to integrate the Iñupiaq language, history and culture into instruction and operations of district.

Compensation

Minimum starting annual of salary \$160,000 (DOE). The district provides an excellent benefit package including free housing, a district vehicle, a relocation reimbursement package and comprehensive family health insurance.

Timetable

Application deadline: **March 30, 2020**
Selection of finalists: **Week of April 13-15, 2020**
Interviews with Board in: **Week of April 27- 29, 2020**
Employment begins: **July 1, 2020**

The School District

The school district has an educational program that strives to integrate the Iñupiaq language, history, and culture for children from pre-school through grade 12 to support approximately 2000 students in eight communities across the vast North Slope Region. The District offers a comprehensive education program with additional support including pre-school, community and evening recreational activities, an extensive athletic program, an Iñupiaq language program, an excellent school lunch, breakfast and snack program, and school transportation.



In pursuit of the district's Mission and Vision, NSBSD is using The Iñupiaq Learning Framework as the foundation of the District's curriculum. Schooling by Design is the system used in constructing its district curriculum and Understanding By Design (UBD) is the method of creating classroom units. The district curriculum on the North Slope is framed to highlight the "big ideas" and "essential questions" of the academic disciplines, as defined by state standards, and Iñupiaq culture. Operationally, the curriculum is developed "backward" from authentic performances that require transfer of learning based on the purpose defined in the district's Mission.



The North Slope is home to eight villages and eleven schools. Barrow has an elementary, middle, alternative high school and high school. All the other villages have combined schools that offer pre-school through grade 12.

North Slope Communities:

Anaktuvuk Pass, Atkasuk, Utqiagvik, Kaktovik, Nuiqsut, Point Hope, Point Lay, Wainwright

Mission Statement:

Learning in our schools is rooted in the values, history and language of the Iñupiat. Students develop the academic and cultural skills and knowledge to be:

- Critical and creative thinkers able to adapt in a changing environment and world
- Active, responsible, contributing members of their communities
- Confident, healthy young adults, able to envision, plan and take control of their destiny.

Vision:

Our students graduate prepared and qualified to excel as productive citizens, able to integrate Iñupiaq knowledge and values with Western ways. Our curriculum and instruction are place and culture-based. Attendance rate is above average. Our parents, students and community members are committed to education and meaningfully engaged. More of our teachers are our own graduates and speak Iñupiaq. Our schools reflect who we are as people.

Strategic Plan Strategy Map:

Academic Success/Whole Child:

- ☆ All students will reach their intellectual potential and achieve academic success through integrating Iñupiat knowledge system into the core content areas and focusing on the development of the Whole Child.

Qargi/Community Spirit:

- ☆ Fostering the reclamation and recovery of the responsibility each one of us has for living the Iñupiat values and being accountable at the personal and community level for “walking the talk,” embodying the QARGI spirit and commitment to education.

Staff Recruitment and Retention:

- ☆ Strengthen the recruitment and retention of highly effective staff and inspire indigenous Iñupiat teachers.

Financial and Operational Stewardship:

- ☆ Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

~Approved April 2019

District Profile

# of Communities	8
# of Schools	11
Number of Students	2250

Number of Employees

Administration	19.05
Instructional Staff	186
Non-instructional Staff	209.7

Budget - FY20

Current Budget	\$ 79,135,539
Capital Budget	\$ 0.00
Special Programs/Grants	\$ 9,100,000
Operating Budget	\$ 70,035,539

Administrative and School Organizational Structure District Administration

Superintendent	yes
Technology Coordinator	yes
Maintenance Director	no
Financial Officer	yes
Special Education	yes
Human Resources	yes

Revenue - Operating Fund FY20

Local	\$ 34,534,463
State	\$ 23,759,056
Federal	\$ 11,742,020

School Administration

Principals	11
Assistant Principals	5
Dean of Students	0

Fund Balance - FY19 Audit

Appropriated	\$ 15,699,314
Unappropriated	\$ 3,024,506

Expenditure per pupil FY19

	\$ 41,601
Average Teacher Salary	\$ 85,000

The North Slope Region

The thrill of crossing the Arctic Circle is the most memorable moment of many visitors coming on Alaska's journey. The people, the places, the history and adventure combine to make the Far North unlike any place else in Alaska. The arctic is a land where tales are passed on for generations, and Native culture is rich in ancient dances, rituals, and craftsmanship.

Visitors experience the unique vegetation, marine life and wildlife that thrive in the wilderness of Alaska's Far North. Most people imagine snow-covered tundra, but the warm

summer sun (which shines for days without end) creates a lush carpet of wildflowers and berries. One of America's most glorious wilderness prizes is the Gates of the Arctic National Park and Preserve. This 8-million-acre park and preserve is home to the mighty Brooks Range, which begins at the Canadian border and stretches across Alaska.



Visitors to the Far North, witness the meeting of two worlds, and discover how Alaska Natives meld their ancient customs with 21st century technology. Summer offers extended daylight, perfect for exploring the vastness of the North Slope Region. It is abundant with wildflowers, birds, and arctic wildlife - such as seals, walrus, reindeer and caribou. There is also excellent fishing for salmon, arctic char, and grayling. Winter provides frozen land, rivers and ocean, which extends the reaches of areas to explore by traveling on ice roads, ice and tundra.

Links and Downloads

Learn more about the North Slope Borough School District at:

www.nsbsd.org www.north-slope.org
www.eed.state.ak.us/tls/assessment/results.html

On behalf of our school community, we encourage you to consider this exceptional career opportunity. For more information, please visit our school district's website at www.nsbsd.org. Thank you for your interest.

Sincerely,

The North Slope Borough School District Board of Education

Roxanne Brower, President

Muriel Brower, Clerk

Nora Jane Burns

Madeline Hickman

Qaiyaan Harcharek

Mary Jo Olemaun

Nancy Rock