



Superintendent Search Service

Sitka School District Superintendent Vacancy Sitka, Alaska



The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Board of Education of the Sitka School District. The School District is located on the west coast of Baranof Island near the center of the Southeast Alaska archipelago (~150 air miles from Juneau, 861 air miles from Seattle) on the ancestral lands of the Kiks.ádi, a part of the indigenous Tlingit people of the region. Sitka is a community of 8,800 people with a variety of cultures, including Tlingit, Filipino, Pacific Islander, African-American, Latino, and European. The school district serves 1,144, k-12 students utilizing five schools and a homeschool program.

Applications are sought from candidates with demonstrated experience as a superintendent, administrator, or principal. The Board is looking for a candidate dedicated to collaborative leadership combined with excellent communication skills. The new superintendent must work well with Alaska Native or other indigenous cultures and be ready to continue creating a culturally responsive education system for Sitka. The new superintendent is expected to start employment on July 1, 2021.

An annual salary range of **\$120,000 - \$140,000** with an attractive benefits package is being offered to the successful candidate.

Timetable

Application deadline:	January 25, 2021
Selection of finalists:	February 2 or 3, 2021
Interviews with Board (<i>onsite if possible</i>):	February 17-19, 2021
Employment begins:	July 1, 2021

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 applying through the Revelus online application system (aasb.myrevelus.com). Visit the Sitka School District web site at sitkaschools.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.



Sitka School District

DISTRICT BROCHURE

Picturesque and welcoming, Sitka has a strong sense of community and commitment to its students. Sitka sits on a rock at the edge of the Pacific Ocean, in the heart of the nation's largest national forest. The Tongass National Forest encompasses 16.7 million acres of temperate rain forest along the Alexander Archipelago. Sitka's location and history bring together a unique assemblage of art, culture, science, fishing, tourism, wildlife, and natural beauty. The City of Sitka and the school district are 860 air miles northwest of Seattle, WA, and 150 air miles from Alaska's capital city, Juneau. The city of Sitka is situated on the western coast of Baranof Island, looking out on Sitka Sound and the extinct volcano, Mount Edgecombe.



With a current enrollment of approximately 1,144 students, the Sitka School District operates five schools, including an alternative high school (Pacific High) and a district supported homeschool program. Sitka Schools have consistently ranked above average for schools in the state of Alaska in academic proficiency. However, evidence suggests that significant gaps in academic ability between various student demographics exist. The school

board and staff have strategically worked to improve student outcomes by creating more culturally responsive schools and instruction, implementing social-emotional learning frameworks, and developing closer relationships and collaboration with Sitka's Alaska Native communities (Sitka Tribe, Alaska Native Brotherhood/Alaska Native Sisterhood). This work continues to be a focus for the district.

The community of Sitka is exceptionally arts, science and activities oriented, and it is reflected in the district's commitment to both the arts and extracurricular activities. In concert with the City of Sitka, the school district has an extraordinary performing arts center and possibly the best baseball/softball field in Alaska. Students are actively involved in a wide variety of activities, including baseball, softball, basketball, wrestling, volleyball, swimming, music, and fine arts (band, choir, jazz band, drama, debate).



The school district works closely with several local non-profit organizations to support and enrich student learning opportunities. These include the [Sitka Sound Science Center](#), which is dedicated to increasing understanding and awareness of Alaska's terrestrial and aquatic ecosystems through education and research. The [Sitka Fine Arts Camp](#), a National Endowment of The Arts top ten recognized arts organization, provides Sitka students and those from across the country exceptional opportunities in fine arts.



The Sitka School District has excellent facilities, several of which have undergone major maintenance or renovations in the last ten years. The district has worked diligently to adapt to and support modern instructional technology. The schools offer a wide variety of academic and co-curricular programs. Students represent a diverse community of young people, and the faculty is excellence for all students.



In 2015, the district opened a state-of-the-art career and technical education facility at Sitka High School. This facility and program support instruction in construction trades, woodworking, welding and fabrication, and auto and small engine repair.

Mission Statement

Educating our children to realize their potential and contribute in a connected global society.



Application Process

The Association of Alaska School Boards is facilitating this superintendent search. The closing date for all application material is **January 25, 2021**. The finalists will be invited for possible onsite interviews depending on the status of the pandemic or virtual interviews with the Board the week of **February 17-19, 2021**. If the interviews are carried out virtually, the Board will require the successful candidate to visit the district and community before finalizing the contract.

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.

Candidates who do not possess an Alaska Type B certificate with a superintendent endorsement should begin the process. The Board remains open to considering non-traditional candidates with successful administrative experience in related fields.

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

Compensation

The Board is offering an annual salary in the range of **\$120,000 to \$140,000 DOE**. In addition, a health insurance benefits package that is available to all other district employees is provided.

The Board offers professional membership dues, a life insurance stipend, an annual family travel stipend, and a negotiated moving expense reimbursement.

Qualifications of the Candidate:

The Board of Education recognizes that the selection of the superintendent is one of its most important decisions. 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:

Professional Experience – Qualifications:

- Hold, or be able to obtain a Type B administrative certificate with a superintendent endorsement in the State of Alaska.

- Have demonstrated successful experience as an administrator or principal, with superintendent experience preferred.

Desired Background:

- Experience and willingness to be culturally responsive, especially with Alaska Native or other indigenous cultures.
- Multiple years of classroom teaching experience
- Demonstrated experience of collaborative leadership, leading to improved student achievement.
- Experience in school finance, budget development, and implementation;
- Experience in all aspects of personnel management;
- Able to work effectively with the Board, staff, and community in support of students. (community engagement)
- The superintendent is visible in the schools and communities.
- Experience an interest in effective education advocacy at the local, state, and national levels.
- Demonstrated experience with increasing student achievement and success.

Personal Characteristics:

- Be a person of the highest integrity and principles in dealings with staff, communities, and students.
- Strong communications skills in dealing with a wide variety of audiences, including students, the Board, staff, parents, communities, businesses, and non-profits.
- Passionate about improving the educational experience for ALL students to succeed.
- Values and engages in opportunities for innovative education delivery.

Board Identified Priorities for the New Superintendent:

The following priorities were developed in alignment with the Board's district strategic plan to guide the new superintendent in their work. They will be used as a basis for the future superintendent performance evaluation.

1. Committed to the use and implementation of the new strategic plan.
2. Close the achievement gap for each demographic.
3. Strategic thinking in regard to resource allocation and educational outcomes that align with the strategic plan.
4. Maintaining, developing, and understanding the need for culturally responsive education and community partnerships.

District Profile: Sitka School District

District Profile

# of Communities	1
# of Schools	6
Number of Students	1144

Budget

Current Budget	\$ 25.1m
Capital Budget	\$ 150k
Special Programs/Grants	\$ 3.5m
Operating Budget	\$ 21.6m

Revenue

Local	\$ 7.2m
State	\$ 14.3m
Federal	\$ 110k

Fund Balance

Reserved	\$ 1.28m
Unreserved	\$ 1.64m

Expenditure per pupil \$ 18,868

Average Teacher Salary \$ 72,579

Number of Employees

Administration	13
Instructional Staff	107
Non-instructional Staff	69

Administrative and School Organizational Structure

District Administration

Superintendent	1
Asst. Superintendent	0
Technology Coordinator	1
Maintenance Director (Supt.)	1
Financial Officer	1
Special Education	1
Human Resources	0

School Administration

Principals	5
Assistant Principals	2
Dean of Students	0

Sitka Community Profile

For more detailed information about the community of Sitka, including its climate, history, economy, tourism, and natural beauty, please visit the following websites:

[City & Borough of Sitka](#)

[Sitka School District](#)

[University of AK Southeast - Sitka](#)

[Sitka.com](#)

[Visit Sitka](#)

[Travel Sitka](#)

[Sitka Fine Arts Camp](#)

[Sitka Sound Science Center](#)

[Sitka National Historic Park](#)

[Sitka, Wikipedia](#)

Sitka School Board 2020/2021 Sitka School Board

Amy Morrison----- President
Eric Van Cise----- Vice-president
Paul Rioux,----- Clerk
Blossom Teal-Olsen----- Member
Andrew Hames----- Member
Emily Fenno ----- Student Representative