



Superintendent Search Service

Unalaska City School District Superintendent Vacancy Unalaska, Alaska



The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Board of Education of the Unalaska City School District. The School District is located on the island of Unalaska along the Aleutian Island chain (~800 air miles from Anchorage) on the ancestral lands of the Unangan people. The district is positioned in one of Alaska's most remote and breathtaking regions and serves 413 students. The student population is highly diverse and includes Unangan, Inupiaq, Filipino, Pacific Island, African-American, Russian, Hispanic, and European. Commercial fishing is the primary economy. The port of Unalaska/Dutch Harbor has been the top fishing port for seafood in the country for over 20 years.

Applications are sought from those candidates with successful experience as a superintendent, principal, or central office administrator in a uniquely close community. The Board is seeking a candidate dedicated to providing an education that engages students, maintains high academic proficiency, and prepares them well for any post-secondary educational opportunity. The new superintendent is expected to start employment on July 1, 2020.

A salary range of **\$115,000 - \$125,000** with an attractive benefits package is being offered to the successful candidate. Affordable rental housing is provided, and moving expenses are negotiable.

Timetable

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|-------------------------------------|-------------------------------------|
| Application deadline: | January 20, 2021 |
| Selection of finalists: | January 30, 2021 |
| Interviews with Board: | Week of February 11-13, 2021 |
| Selected candidate site visit | TBD (February) |
| 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. Visit the Unalaska City School District web site at <https://www.ucsd.net/> 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.

Unalaska City School District

DISTRICT BROCHURE

The City of Unalaska and the school district are 800 air miles southwest of Anchorage and 1,140 miles from Seattle. Located on the islands of Unalaska and Amaknak, the City of Unalaska is in the heart of the Bering Sea and is one of the United States' most productive commercial fishing ports with pristine vistas and rolling green hills, accentuated by active volcanoes.

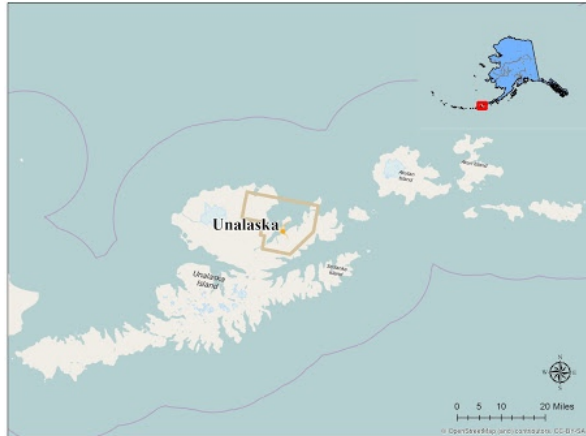
With a current enrollment of approximately 413 students, the Unalaska City School District operates two schools that provide a well-rounded educational experience for students from preschool through 12th grade. Unalaska City Schools have consistently ranked among the top schools in the state in academics. Students are actively involved in a wide variety of activities, including basketball, wrestling, volleyball, swimming, music, fine arts, and language.

Recently, Unalaska City School (grades 7-12) added the prestigious 2011 National Blue-Ribbon School Award to a growing list of accolades that include the US News and World Report Magazine 2010 Bronze Medal for America's Best High Schools and Offspring Magazine's List of Top 100 School Districts for the Year 2000.



In December 2012, Eagle's View Elementary was nominated for the 2012 National Blue-Ribbon School Award. The faculty received the Performance Incentive Program Award in 2007 to maintain high levels of academic performance. Eagle's View Elementary also houses an innovative preschool program that prepares 3 and 4-year olds for kindergarten.

Unalaska City School District has excellent facilities, modern instructional technology, and a wide variety of academic and co-curricular programs. Students represent a diverse community of young people, and the faculty is focused on academic excellence for all students.



Mission Statement



The Unalaska City School District, a unique, multicultural learning environment in the dynamic fishing and transportation hub of the Aleutian Islands, provides an exemplary education foundation preparing students to enter the world of opportunities, inspiring them to challenge themselves as problem solvers, lifelong learners, and contributors to an ever-changing global society by providing superior staff, programs, and facilities in a caring, nurturing, safe environment in partnership with parents and community.

District Strengths

1. The Board of Education is very committed to the highest quality educational program possible.
2. Communities, schools, and the Board have a "Student First" attitude.
3. Strong curriculum and instructional support for every student
4. A strength-based, personalized model for students and their achievement
5. Education and the schools are the center of the community and receive exceptional support from the City of Unalaska and its many district partners.
6. Exceptional family support of students and the schools.



Application Process

The Association of Alaska School Boards is facilitating this superintendent search. The closing date for all application material is **January 20, 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 11-13, 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 **\$115,000 to \$125,000 DOE**. In addition, a health insurance benefits package that is available to all other district employees is provided. Included is well-maintained, affordable district rental housing for the superintendent. 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.
- Special education endorsement preferred
- Have successful experience as a principal, assistant superintendent, or similar central office experience in a rural school district, with superintendent experience preferred.

Desired Background:

- Experience in school finance, budget development, and implementation;
- Experience with grants & grant administration.
- Experience with policy development and implementation.
- Experience in all aspects of personnel management, including collective bargaining;
- An approachable and effective communicator both publicly and privately;
- Understand the importance of the effective use of a variety of instructional technologies;
- Experience in providing effective staff development and continued professional growth;
- Able to work effectively with the Board, staff, and community in support of students. (especially indigenous communities)
- Demonstrated experience **in** supporting creative and innovative ways to achieve the goals identified in the strategic plan.
- Demonstrated collaboration with regional educational leaders to address educational issues.
- Demonstrated experience with increasing student achievement and success, including English Language Learners.

Personal Characteristics:

- Strong communications skills in dealing with a wide variety of audiences, including students, the Board, staff, parents, communities, businesses, and non-profits.
- Be a person of the highest integrity.
- A willing and flexible outlook regarding the challenges of traveling to and from Unalaska.

- A deliberative, patient, collaborative leader that understands and practices active listening.
- Supportive, respectful, and willing to learn about traditional, immigrant, and other languages and cultures that make up our community.
- A person with an intrinsic connection to the land, community, and environment they reside in.
- A person that comprehends and appreciates the uniqueness of our small, isolated, and uniquely diverse community and its challenges and rewards that this creates.
- A resilient leader with the ability to improvise and adapt to a variety of challenges.

Board Identified Priorities for the New Superintendent:

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

1. Focus on personalized learning to ensure that students receive what they need for academic achievement while also focusing on their well-being, especially repairing any deficits caused by the pandemic.
2. Embrace the vision of the district and develop a strong personal plan and goals to move forward our Strategic Plan while building on our strong foundation of focusing on students.
3. Develop partnerships with all community entities to expand resources that will strengthen student achievement and well-being for our students.
4. Embrace the cultural diversity of Unalaska and our students while honoring and reinforcing our Unangan cultural values.

District Profile: Unalaska City School District

District Profile

| | |
|--------------------|-----|
| # of Communities | 2 |
| # of Schools | 2 |
| Number of Students | 413 |

Number of Employees

| | |
|-------------------------|----|
| Administration | 3 |
| Instructional Staff | 31 |
| Non-instructional Staff | 25 |

Budget

| | |
|-------------------------|----------|
| Current Budget | \$ 7.8m |
| Capital Budget | \$ 1.0m |
| Special Programs/Grants | \$ 1.34m |
| Operating Budget | \$ 10.1m |

Administrative and School Organizational Structure

District Administration

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

Revenue

| | |
|---------|---------|
| Local | \$ 4.7m |
| State | \$ 4.1m |
| Federal | \$ 1.0m |

Fund Balance

| | |
|----------------|----------|
| Appropriated | \$ 1.22m |
| Unappropriated | \$ 1.68m |

School Administration

| | |
|----------------------|---|
| Principals | 2 |
| Assistant Principals | 0 |
| Dean of Students | 0 |

| | |
|------------------------------|------------------|
| Expenditure per pupil | \$ 24,518 |
|------------------------------|------------------|

| | |
|------------------------|-----------|
| Average Teacher Salary | \$ 73,770 |
|------------------------|-----------|

Unalaska City and Dutch Harbor Profile

The City of Unalaska is 800 air miles southwest of Anchorage and 1,140 miles from Seattle. Located on the islands of Unalaska and Amaknak, the City of Unalaska is in the heart of the Bering Sea and is one of the United States' most productive commercial fishing ports with pristine vistas and rolling green hills, accentuated by active volcanoes.

The island of Unalaska is approximately 80 square miles in size with an elevation as high as 6,680 feet at the top of Makushin Volcano. The Port of Dutch Harbor, which is part of the City of Unalaska, is located on Amaknak Island and is connected to Unalaska by a bridge. The population of the City of Unalaska is about 4,300, representing a variety of ethnicities and cultures, which include Unangan, Eskimo, Filipino, Pacific Island, African-American, Russian, Hispanic, and European. The population triples between August and May due to the arrival of commercial fishermen.



Temperature The climate tends to be moderate. The winter temperature ranges between 21- and 40-degrees Fahrenheit and the summer temperature ranges between 45 and 66 degrees. Seventy-two inches of snowfall is typical for our winters. Because of the relatively warm winter temperatures, the snow typically does not stay on the ground for long. The most difficult weather element is wind; wind speeds have been clocked at category one hurricane speeds. February is the coldest month with an average temperature of 31 degrees, and August is the warmest month with an average temperature of 56 degrees. Precipitation remains fairly consistent at 48-50 inches per year.



Economy The economic base of Unalaska/Dutch Harbor is the commercial fishing industry. About half the community people are directly involved, and over 90% of the jobs depend on commercial fishing in some way, so finding a job here is rather easy. A vital

segment of Unalaska's business sector is service, repair, and maintenance to the more than 600 vessels, including trawlers, long-liners, crab boats, cargo ships, floating factory processors, even the occasional cruise ship, . plus service to on- and off-shore based processors. Three shore-based processors that handle cod, Pollock, halibut, sablefish, salmon, king crab, and tanner crab, are the leading employers. The working populations increase by thousands during the major fishing season, impacting the economy in general.

Services The City has a health clinic operated by the Iliuliuk Family and Health Services, Inc., a non-profit corporation formed in 1972. The clinic serves the community of Unalaska, the Bering Sea fishing fleet, and residents of neighboring islands. Medical emergencies are treated first at the clinic and, if necessary, flown to one of two hospitals in Anchorage for further treatment. The clinic is staffed with four practitioners, including two full-time doctors, three full-time nurses, two technicians, and two mental health counselors.



The City operates a recreation facility that includes a full-sized gym, an indoor track, racquetball courts, a weight room, an aerobics room, exercise equipment, a ceramics room, a teen room, and a childcare room. Located in the school but operated by the City is an aquatics facility that includes a bustling standard-sized pool, a sauna, and a weight room. The Parks, Culture, and Recreation Department of Unalaska organizes a variety of activities that may include year-round indoor basketball and volleyball leagues, swim classes, water aerobics, dances for teens, movie nights, community garage sales, Easter egg hunts, and countless community activities that vary through the years. Outside activities include softball leagues, hiking, half-marathons, triathlons, an annual run up Mount Ballyhoo, the Polar Bear Run, and various other community-oriented activities.

In August of 1999, the new Museum of the Aleutians opened its doors to the public. With its active archeological dig and history-making finds, the mission of the Museum of the Aleutians is to preserve and share the human history that tells the story of the 9,000 years of the history of the Unangan people on this island. The same year, the new public library also officially opened its doors with a collection of traditional hard-bound books, paperback books, videos, audiobooks, and eleven computers for public use.

Unalaska has two large grocery stores, and two smaller grocery stores. The Grand Aleutian Hotel is a modern, luxurious hotel, but accommodations are also provided by another hotel and two or three bunkhouses. Unalaska also boasts several excellent restaurants.

Churches Aleut and Russian heritage are prevalent in Unalaska. The City of Unalaska is perhaps most recognized by the 'onion' domes of the oldest Russian Orthodox Church in North America, designated as National Historic Landmark. Originally constructed in 1825 then renovated and enlarged in 1896, the historic Russian Orthodox Church of the Holy Ascension of Christ, which overlooks Iliuliuk Bay, has stood on the island through harsh weather and the Japanese attack on the Aleutian Islands in 1942. The small church has a parish of about 150 members, mostly Aleuts, and houses a private collection of the largest display of Russian artifacts, religious icons and art pieces in the state. Unalaska also has active congregations in St. Christopher by-the-sea Catholic Mission, Unalaska Methodist Church, the Unalaska Christian Fellowship, the Church of Jesus Christ of Latter-Day Saints, and the Ba'hai Faith.

Attractions Fascinating WWII ruins can be found on this small island, as well as the most breathtaking sea life in the world. One of the major attractions to this island is the many ruins remaining from WWII, like bunkers and pillboxes. On June 3 and 4, 1942, Unalaska was the first in a series of four Aleutian Islands attacked by the Japanese, followed by Adak, Attu, and Kiska. Captain's Bay is home to the 'USS. Northwestern', a military boat bombed by the Japanese during WWII, and part of the ship's hull is still visible above the waterline. A Memorial Park and a WWII monument were built in dedication to all the people who lost their lives and the Aleut people who suffered internment in WWII.

Wildlife viewing is usually done from the water in this area of the Aleutian Chain; it's possible to view Steller sea lions, killer whales, gray whales, seals, sea otters, and porpoises. Aside from land and sea life, birders will be thrilled to see one of the most heavily populated eagle habitats in the world with literally hundreds of eagles, including bald and golden, which live on the island. Bird viewing is a popular pastime. Over 63 varieties can be found here, including the



peregrine falcon, raven, rosy finch, Lapland song sparrow, ptarmigan, tufted and common puffin, king eider, harlequin, and cormorant.



As in most of Alaska, sportfishing is a popular



pastime of residents and visitors alike. We do have 5.8 miles of paved road and 44 miles of unpaved roads, and more paving projects are planned for the near future. Hiking along the miles of World War II road and trails once traveled by ancient peoples allow Unalaskans the opportunity to get away from it all by wandering through history that is hidden in the most exquisite beauty nature has to offer. Or, soft adventure enthusiasts can take advantage of mountain biking, kayaking, flightseeing, and hiking around the island; you'll experience a part of Alaska you never before imagined. All this awaits you at the island of Unalaska/Port of Dutch Harbor, the land where majesty, history, and industry meet.

Getting Here

By Plane

The Unalaska Airport, at the Port of Dutch Harbor, is served by [Ravn Alaska](#) partnered with [Alaska Airlines](#). Non-stop flights arrive on the island daily from Anchorage.

By Ferry

Traveling via the Alaska Marine Highway System is a possibility during part of the year but is dependent on state funding, weather and the availability of the ferry itself. The usually ferry leaves Homer and Kodiak several times per month during the summer, providing a three-day trip to the island. Contact the Alaska Marine Highway System for rate and schedule information at 1-800-642-0066.

Unalaska City School Board 2020/2021 Unalaska City School Board

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