



Superintendent Search Service

Yukon Flats School District Superintendent Vacancy Fort Yukon, Alaska



The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Board of Education of the Yukon Flats School District. The school district is spread across the vast northeastern region of Alaska known as the Yukon Flats, with the District Office residing in the community of Fort Yukon. The northernmost community, Arctic Village, sits at the base of the Arctic National Wildlife Refuge in the foothills of the Brooks Range. Other communities are either along the Yukon River or navigable tributaries of the Yukon. The student population is primarily Gwich'in Athabascan, and communities still practice a subsistence lifestyle. This unique Alaskan district is looking for a Superintendent who is eager to become an active member of not only the district, but the community.

Applications are sought from those candidates with successful experience as a superintendent or principal. The Board is seeking a candidate dedicated to providing an enriching and excellent education, that actively engaging students, families, and communities, for the success of all students. The new superintendent is expected to start employment on July 1, 2021.

The Board is interested in offering a multi-year contract for the successful candidate with a minimum starting salary of \$150,000 or more depending on experience for a 260-day work year, with an attractive benefits package to the successful candidate.

Timetable

Open Recruitment: **February 15, 2021**
Application deadline: **March 15, 2021**
Selection of finalists: **March 24, 2021**
Interviews with Board: **April 3, 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 Yukon Flats School District web site at <http://www.yfsd.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.

Yukon Flats School District

DISTRICT BROCHURE

Mission Statement

The Mission of the Yukon Flats School District is to cultivate and nurture the social, physical, spiritual, and academic growth of all students by utilizing the rich local culture, language, and community/family partnerships so that students can be healthy contributing members of society.

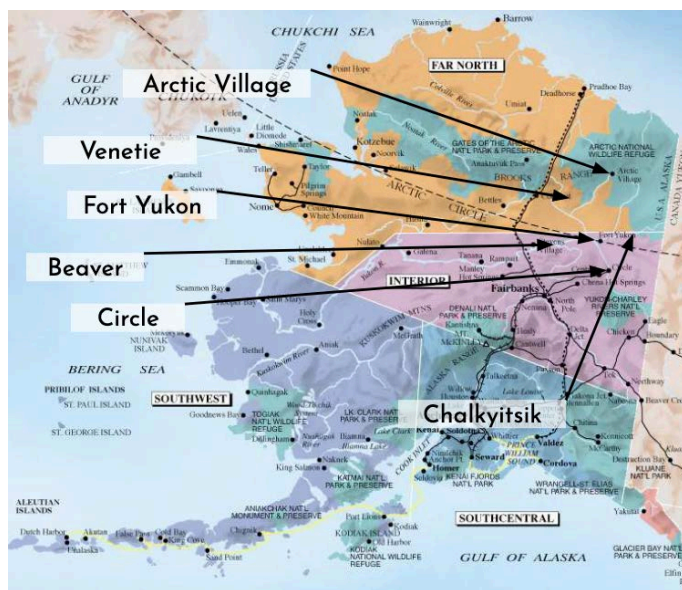
District Strengths

1. The Board of Education is very committed to the highest quality educational program possible.
2. The district has strong community partners which has helped the district to make exciting education opportunities available to students
3. A strong vocational education program
4. The district has hired a strong grant writer to help support educational programs.
5. Education and the schools are the center of the communities.

The Area and Communities



The northernmost community, Arctic Village, sits at the base of the Arctic National Wildlife Refuge in the foothills of the Brooks Range. Other communities are either along the Yukon River or navigable tributaries of the Yukon. The Native Alaskans living within and near the Yukon Flats are primarily Gwich'in Athabaskan Indians.



The Yukon Flats school district is spread across the vast northeastern region of Alaska known as the Yukon Flats. Yukon Flats National Wildlife Refuge is a remote 8.63 million acre landscape dominated by a vast wetland complex nestled between the White and Brooks Mountain Ranges in Interior Alaska. Bisected by the Yukon River and dotted with more than 30,000 lakes, ponds, and streams, the Refuge provides essential breeding habitat for millions of waterfowl.





The economy is primarily subsistence based, and subsistence activities are central to the social and cultural values.

The Yukon Flats supports a wondrous diversity of wildlife year-round. Thirty-nine mammal species, 18 fish species, and 147 bird species call this place home. The refuge has more than 30,000 lakes and ponds that come to life during the summer months when more than one million waterfowl flock to the refuge to breed and raise their young. When the ponds freeze and the flats are blanketed by snow, lynx and wolves prowl the landscape in search of prey.

Some of the animals inhabiting the Yukon Flats migrate from distant shores to reach their summer home. Arctic terns journey 10,000 miles across North and South America to raise downy chicks in the productive summer wetlands. Salmon from the Bering Sea swim 2,000 miles upstream to Canada to spawn in the pristine freshwater streams of their birth. The Yukon Flats are an especially important nesting ground for canvasback ducks that migrate from wintering grounds across the United States.



Getting Here

Wright Air Service operates year-round. In the summer, transportation is possible by boat, and in the winter, snow machine and dog team travel options are possible, however the area is vast, and those options take hours!



Communities within the Yukon Flats School District

<http://www.tananachiefs.org>

Arctic Village: Population, 178. Arctic Village is on the east fork of the Chandalar River, 100 miles north of Fort Yukon and 290 miles north of Fairbanks.

Climate: Arctic Village winters are long and harsh, and summers are short but warm. The average high temperature range during July is 65 to 72 °F. The average low temperature during January is well below zero. Extended periods of -50 to -60 °F are common. Extreme temperatures have been measured, ranging from a low of -70 to a high of 90 °F. Precipitation averages 9 inches, and snowfall averages 52.8 inches.

Culture: The Neets' aii Gwich'in of Arctic Village lead a subsistence-based lifestyle.





Beaver: Population, 84. Beaver is located on the north bank of the Yukon River, approximately 60 air miles southwest of Fort Yukon and 110 miles north of Fairbanks. It lies in the Yukon Flats National Wildlife Refuge.

Climate: Beaver's climate is characterized by seasonal extreme temperatures. The average high temperature during July ranges from 65 to 72 °F. The average low temperature during January is well below zero. Extended

periods of -50 to -60 °F are common. Extreme temperatures ranging from a low of -70 to a high of 90 °F have been measured. Precipitation averages 6.5 inches. The average annual snowfall is 43.4 inches. The Yukon River is ice-free from mid-June to mid-October.

Culture: The population of Beaver is predominantly mixed Gwich'in/Koyukuk Athabascan and Inupiat Eskimo. Subsistence is an important source of food items.

Chalkyitsik: Pronunciation (chall-KEET-sick). Population, 69. Chalkyitsik is located on the Black River about 50 miles east of Fort Yukon.

Climate: Chalkyitsik is characterized by seasonal extremes of temperature. Winters are long and harsh, and summers warm and short. The average high temperature during July ranges from 65 to 72 °F. The average low temperature during January is well below zero. Extended periods of -50 to -60 °F are



common. Extreme temperatures, ranging from a low of -71 to a high of 97 °F, have been measured. Annual precipitation averages 6.5 inches, and annual snowfall averages 43.4 inches. The Black River is ice-free from mid-June to mid-October.

Culture: Chalkyitsik is a traditional Gwich'in Athabascan village, with a subsistence lifestyle.



Circle: Population, 104. Circle is located on the south bank of the Yukon River at the edge of the Yukon Flats, 160 miles northeast of Fairbanks. It is at the eastern end of the Steese Highway.

Climate: Circle is characterized by seasonal extremes in temperature. Winters are long and harsh, and summers are warm and short. Summer temperatures range from 65 to 72 °F. Winter temperatures can range from -71 to 0 °F. Annual rainfall averages 6.5 inches, and annual snowfall averages 43.4 inches. The Yukon River is ice-free from mid-June through mid-October.

Culture: The population of Circle is predominantly Athabascan, but there are several non-Native families. The Circle Civic Community Association was formed in 1967. It cooperates with the traditional council in maintaining the sign area and public boat launch and in preserving historic sites.

Fort Yukon: Pronunciation (YOO-kawn). Population 586. Fort Yukon is located at the confluence of the Yukon and Porcupine Rivers, about 145 air miles northeast of Fairbanks. Fort Yukon is where the District office is located.

Climate: The winters are long and harsh, and the summers are short but warm. After freeze-up, the plateau is a source of cold, continental arctic air. Daily minimum temperatures between November and March are usually below 0 °F. Extended periods of -50 to -60 °F are common. Summer high



temperatures run 65 to 72 °F; a high of 97 °F has been recorded.

Total annual precipitation averages 6.58 inches, with 43.4 inches of snowfall. The Yukon River is ice-free from the end of May through mid-September.

Culture: Most Fort Yukon residents are descendants of the Yukon Flats, Chandalar River, Birch Creek, Black River, and Porcupine River Gwich'in Athabascan tribes. Subsistence is an important component of the local culture.

Venetie: Pronunciation (VEEN-uh-tie). Population, 166. Venetie is located on the north side of the Chandalar River, 45 miles northwest of Fort Yukon.

Climate: The winters are long and harsh, and the summers are short but warm. Daily minimum temperatures between November and March are usually below 0 °F. Extended periods of -50 to -60 °F are common. Summer high temperatures run 65 to 72 °F; a high of 97 °F has been recorded. Total annual precipitation averages 6.6 inches, with 43 inches of snowfall. The Chandalar River is ice-free from the end of May through mid-September.

Culture: Venetie is comprised largely of descendants of the Neets'ai Gwich'in and, to a lesser extent, the Gwichyaa and Dihaii Gwich'in. The village council is combined with Arctic Village. Subsistence activities are an important part of the local culture.



Application Process



The Association of Alaska School Boards is facilitating this superintendent search. The closing date for all application material is **March 15, 2021**. The finalists will be invited for interviews with the Board on **April 3, 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 last 3 positions),
- Educational experience,
- College degrees (transcripts required),
- Applicable licenses and certificates,
- Contact information for confidential reference requests (AASB will send reference request),
- 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.

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 interested in offering a multi-year contract for the successful candidate with a minimum starting salary of \$150,000 (DOE). The contract covers a 260-day work year with 30 days of annual leave. Additional benefits include health insurance, life insurance, retirement,

sick leave, holidays, use of a district vehicle, and housing.



Qualifications of the Candidates:

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 or Assistant Superintendent experience preferred.
- A minimum of three (3) principal or district wide administrative experience.



Desired Background:

- Experience a willingness to be culturally responsive, especially with Alaska-Native or other indigenous cultures
 - Demonstrated experience of collaborative leadership leading to improved student achievement
 - Experience in school finance, budget development, and implementation
 - Demonstrated ability for development of positive community relations
- Demonstrated experience of supporting creative and innovative ways to achieve the goals identified in the strategic plan

Personal Characteristics:

- Strong communications skills in dealing with a wide variety of audiences, including students, the Board, staff, parents, communities, businesses, and non-profits
- Demonstrated ability to engage parents and communities into the educational process of their children
- Supportive and respectful of traditional language and traditions
- Proven record with increasing student achievement
- A willingness to frequently travel to remote school sites in a small aircraft



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. To see all students, meet or exceed grade level expectations, beginning in preschool, while also focusing on their well-being.
2. Develop a strong community engagement and outreach plan which includes visiting all villages in the district, and increasing communication with all stakeholders.
3. Address declining enrollment to insure all community schools can remain open.
4. Embrace the mission of the district and work with the board to develop a strong Strategic Plan.



District Profile: Yukon Flats School District

District Profile

# of Communities	6
# of Schools	6
Number of Students	221

Budget

Current Budget	\$ 8,745,389
Average Teacher Salary	\$ 76,872

Number of Employees

Administration	14
Instructional Staff	24
<u>Non-instructional Staff</u>	<u>38</u>
Total Staff	76



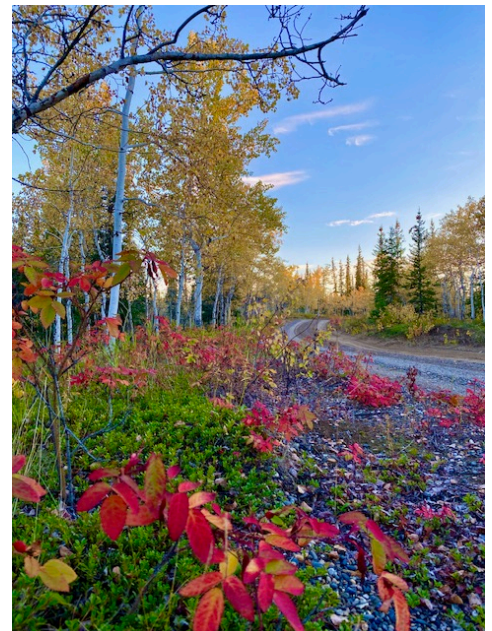
Administrative and School Organizational Structure

District Administration

Superintendent	1
Technology Coordinator	1
Maintenance Director	1
Financial Officer/ Business Manager	1
Special Education	1
Curriculum & Instruction	1
Director of Grants	1

School Administration

Principals	1
Principal/Teacher	5



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