



association of
ALASKA
school boards

Superintendent Search Service

Fairbanks North Star Borough School District Superintendent Vacancy Fairbanks, Alaska



The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Board of Education of the Fairbanks North Star Borough School District. The Fairbanks North Star Borough Board of Education seeks an exemplary superintendent who is well prepared to lead this exceptional Interior Alaska school district. The school board is highly interested in candidates who have demonstrated the capacity to be an innovative leader and have experience in education and community relations.

The successful candidate must genuinely respect the district’s mission, core values, and the collaborative process through which an excellent and equitable education is provided to all students. Clear communication with staff, teachers, district administration, and the school board is essential. The Fairbanks community values partnerships and personal relationships; the school board is looking for a superintendent who can develop and facilitate meaningful partnerships with parents, businesses, UAF, the military, and the local government. 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 \$165,000 or more depending on experience for a 260-day work year with 30 days of annual leave. A comprehensive and attractive benefits plan is included.

Timetable

Open Recruitment	-----	February 8, 2021
Application deadline:	-----	March 5, 2021
Selection of finalists:	-----	March 27, 2021
Interviews with Board:	-----	April 8-9, 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 Fairbanks North Star Borough School District web site at <http://www.k12northstar.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.



Fairbanks North Star Borough School District

DISTRICT BROCHURE

MISSION STATEMENT

Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.

CORE VALUES – HOW WILL WE BEHAVE?

- **Conducive Learning:** Ensure class size that is conducive to learning.
- **Student-Centered:** Center everything we do on the student and student learning.
- **Respect:** Embody respect for the diversity and dignity of all.
- **Safe Environment:** Provide a safe learning environment.
- **High Expectations:** Maintain high expectations and educational opportunities to inspire high achievement
- **Collaboration:** Engage with students, family, staff, and community to support student success.
- **Innovation:** Be innovative and adaptive to student needs.
- **Integrity:** Be transparent, trustworthy, and professional.



VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?

We envision each and every student achieving academic and life success by personalizing the learning process.

- **Each and Every Student:** Reach every student by working with each individual, one-by-one.
- **Academic Success:** Improve achievement for all students, close the achievement gaps, and provide accelerated learning options.
- **Life Success:** Prepare every student to contribute to society as a competent, confident, caring and curious citizen.
- **Personalizing Learning:** Provide flexible and adaptive options, pacing and creative support.

STRATEGIC GOALS – HOW WILL WE SUCCEED?

1. **STUDENT SUCCESS:** Increase academic achievement and social-emotional well-being for all students.
2. **EQUITY & INCLUSION:** Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.
3. **COMMUNICATION & ENGAGEMENT:** Ensure students, staff, families and the community are informed, connected and engaged with the District.

4. **WORKFORCE & ORGANIZATIONAL EXCELLENCE:** Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.

District and Instructional Program

The Fairbanks North Star Borough School District serves an area roughly the size of Connecticut, Delaware, and Rhode Island combined. The district's budget of \$244 million serves over 11,200 students in 34 schools. The schools range in size from a small rural elementary school of 100 students to comprehensive high schools of over 1,200. All are in excellent condition; over the past twenty years, the district's oldest schools have been replaced or renovated, and all schools are on a regular preventative maintenance program.

The district offers a comprehensive academic program in a technology-rich environment. Career-technical education, special education, advanced placement, specialized University courses, a wide range of electives, extracurricular activities, and a variety of student activities provide a well-rounded educational experience. Elementary schools offer recess, general music and physical education; band and orchestra lessons can start in 4th grade; and an award-winning visual arts program integrates art lessons with subject areas at all grade levels. Outstanding special education is provided district-wide, as is the Extended Learning Program.

The district is committed to small class sizes. Surveys of public-school parents indicate a high level of satisfaction and support for the schools. The district operates under a system that is neither totally autonomous nor totally centralized. Each of the district's 34 schools is expected to respond to their school community's desires and expectations within a robust central leadership framework that sets goals, allocates funding and staffing, and supervises individual schools to achieve maximum accountability and consistency across the district.

A school board, whose seven members are elected to three-year terms, governs the Fairbanks North Star Borough School District. The board bargains with three employee groups: the Fairbanks Education Association with approximately 1,000 members; the Education Support Staff Association with nearly 750 members; and the Fairbanks Principals' Association with 45 members. <http://www.k12northstar.org/>



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT



- **NEA Alaska 2020 Outstanding District Practice Award**
- **Division of Vocational Rehabilitation Award:** Demonstration of the highest commitment to hiring people with disabilities.
- **Alaska After School Champion Award:** Dr. Karen Gaborik
- **Alaska Afterschool Superhero:** Wendi Raygor and Billy Smith
- **Horace Mann Award for Teaching Excellence** (national award) and **2021 Alaska Teacher of the Year:** Amy Gallaway
- **Alaska High School Principal of the Year:** Robyn Taylor
- **Alaska High School Assistant Principal of the Year:** Clarice Mingo
- **2020 Alaska History Teacher of the Year:** Jayme Gafford
- **Northwest Director of the Year:** Amy Rouse

18 Elementary Schools • 8 Secondary Schools • 10 Schools of Choice

ENROLLMENT

Grade	2020-21
Elementary (Pre K-6)	5,677
Middle/Jr High (7-8)	1,355
High School (9-12)	4,228
Total	11,260

TARGET CLASS SIZE

Grade	2020-21
Kindergarten	22.5
1st - 3rd	24.0
4th - 6th	26.0
7th - 8th	27.0
9th - 12th	29.5

FAST FACTS

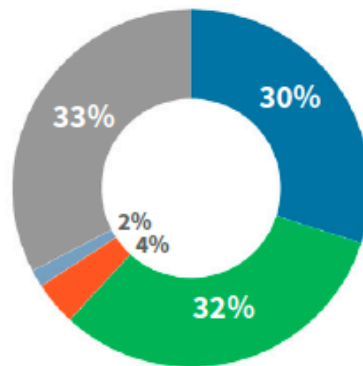
- 2,774 students, or 24.6%, are economically disadvantaged
- Over 21% of students are military connected
- The 2019-20 4-year graduation rate is 78.4%
- The 2019-20 5-year graduation rate is 86.8%
- Districtwide attendance is 92%
- 87% of the district's operating fund is spent on employee salaries and benefits

ETHNICITIES

Includes students who identified as an additional race or ethnicity.

- **78.1%** - Caucasian
- **25.0%** - Two or More Races (*includes students who also identified as Hispanic*)
- **20.7%** - Alaska Native/American Indian
- **10.4%** - African American
- **9.6%** - Hispanic
- **8.9%** - Asian/Pacific Islander

DISTRICT STAFF AS OF FALL 2020



- Fairbanks Educators Association
- Education Support Staff Association
- Fairbanks Principals Association
- Non-Represented
- Substitutes & Temporary Staff

Total Staff: 2,742

LANGUAGES

There are **over 69 different heritage languages** spoken in our students' families across the school district. Approximately 10% of all students have a heritage language.



The Fairbanks North Star Borough School District is an equal employment and educational opportunity institution, as well as a tobacco and nicotine-free learning and work environment.

Application Process

The Association of Alaska School Boards is facilitating this superintendent search. The closing date for all application material is **March 5, 2021**. The finalists may be invited for onsite interviews (depending on the pandemic status) or **virtual interviews** with the Board on **April 8-9, 2021**.

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.

Compensation

The Board is interested in offering a multi-year contract for the successful candidate with a minimum starting salary of \$165,000 (DOE). The contract covers a 260-day work year with 30 days of annual leave. Additional benefits include a comprehensive family health plan, life insurance; retirement; sick leave; seven paid holidays; auto reimbursement, professional expense account; relocation support; and a tax shelter annuity.

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 – Minimum Qualifications:

- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Have successful experience as a Superintendent or Assistant Superintendent and a minimum of 3 years of principal or district-wide administrative experience.

Desired Background:

- Demonstrated leadership skills with the Board, staff, and community in support of students.
- Demonstrated experience in supporting creative and innovative ways to achieve the goals identified in the strategic plan
- Experience in school finance, budget development and implementation.
- An approachable and effective communicator, both publicly and privately.
- Experience and willingness to be culturally responsive, especially with Alaska Native or other indigenous cultures
- Demonstrated experience of collaborative leadership leading to improved student achievement.
- Proven experience working with diverse populations.

Personal Characteristics:

- Passionate about improving the educational experience for ALL students to succeed.
- Strong communication skills with a wide variety of audiences to include, but not limited to, the Board, staff, families, communities, businesses, and nonprofits.
- Uphold the highest integrity and principles.
- Willing to become an active and invested member of the community
- Values and engages in opportunities for innovative education delivery.
- Proven record with increasing student achievement.

2020-2025 Board Identified Priorities:

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

Student Success: Increase academic achievement and social-emotional well-being for all students.

Equity & Inclusion: Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe, and supported.

Communication & Engagement: Ensure students, staff, families, and the community is informed, connected, and engaged with the district.

Workforce & Organizational Excellence: Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.

Fairbanks North Star Borough School District Board of Education 2020/2021

Timothy Doran, President

Jennifer Luke, Vice President

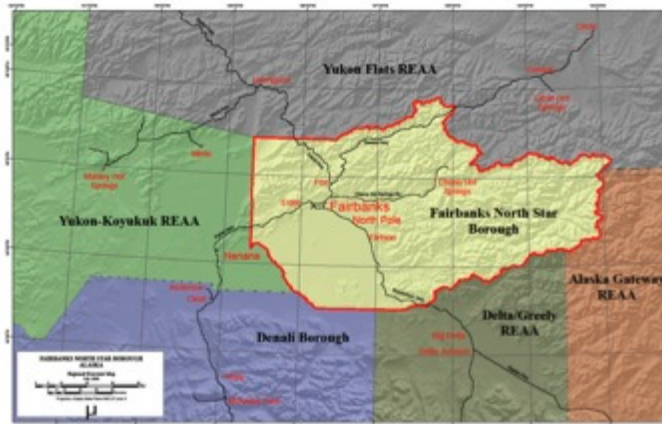
Erin Morotti, Treasurer

Chrya Sanderson, Clerk

Margaret (Maggie) Matheson, Member

Matthew Sampson, Member

April Smith, Member



City of Fairbanks Profile

Alaska isn't just a place. It's an experience. It is one-fifth the size of the contiguous United States. Alaska borders two oceans and three seas. It has over 3,000 rivers, 1,800 islands, 19 mountains over 14,000 feet, the tallest mountain in North America, and more than 100,000 glaciers (half the world's total).



The Fairbanks North Star Borough includes the city of Fairbanks (the second-largest city in the state), the City of North Pole (home of Santa Claus), Ft. Wainwright Army Post, and Eielson Air Force Base. Altogether, approximately 100,000 residents reside in the borough. Although the city was founded in 1902, its site along the shores of the Chena and Tanana rivers has been home to Alaska Natives for thousands of years. The city grew into a thriving mining camp with the discovery of gold in the nearby hills. Today, the small boomtown has a diversified economy, with oil, gas, gold and coal mining, military, tourism and the University of Alaska as key components.

The University of Alaska Fairbanks is an important component of the town, offering 176 degrees in more than 120 disciplines. The university sponsors numerous cultural events and boasts exceptional research facilities (including the Arctic Region Supercomputing Center, the Geophysical Institute, and the Institutes of Marine Sciences, Northern Forestry, and Arctic Biology). With its unique architecture, outstanding exhibits, and outreach to all Alaskans, the Museum of the North is a major attraction and a stupendous educational partner.

Fairbanks is a study in contrasts. In summer, the sun shines more than 20 hours a day. Summer temperatures average about 60 degrees F., but it is not uncommon for the temperature to reach 90 degrees F. in July. At the winter solstice, the sun shines less than four hours, and although temperatures can drop to -50 degrees F., the average winter temperature is about -5 degrees. Additional information regarding the Fairbanks North Star Borough can be found at:

<http://www.co.fairbanks.ak.us/>

<http://www.explorefairbanks.com>

<http://www.fairbankschamber.org/>

<http://www.uaf.edu>