



# Superintendent Search Service

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## North Slope Borough School District Superintendent of Schools

The North Slope Borough School District Board of Education is searching 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; 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 on the North Slope. The ideal starting date for this position is December 1, 2021.

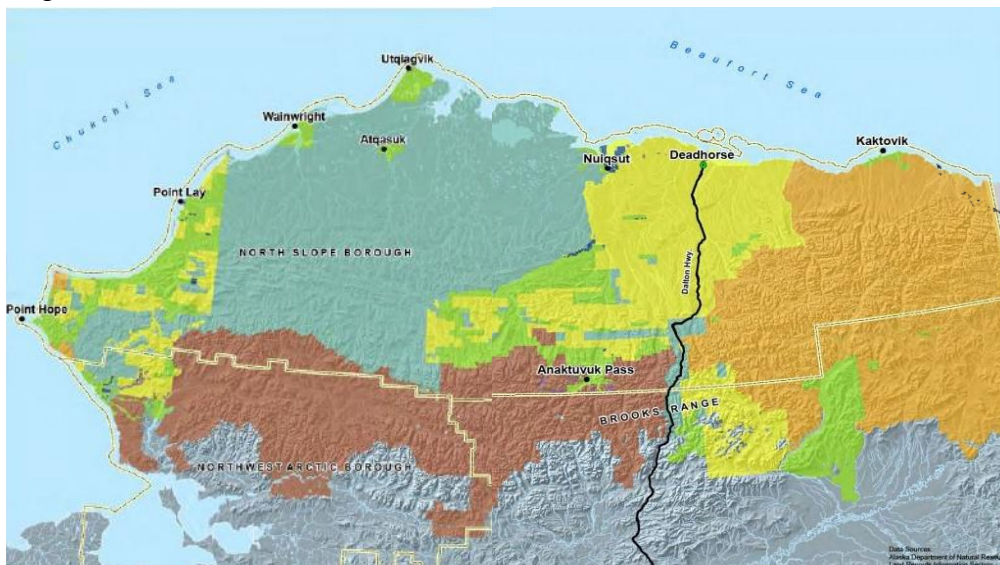
Salary DOE (minimum starting salary of **\$160,000**) with an attractive benefit package is offered to the successful candidate. District housing is provided, as well as a vehicle and negotiated moving expenses reimbursed.

### Timetable

Application deadline .....	<b>October 8, 2021</b>
Selection of finalists: .....	<b>October 26, 2021</b>
Interviews with Board in: .....	<b>November 15, 2021</b>
Employment begins:.....	<b>December 1, 2021</b>

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

The Board is open to considering non-traditional candidates with successful administrative experience in related fields.



## 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:**

- Proven administrative experience and leadership skills.
- Experience in advocating effectively with government agencies and legislative bodies.
- Graduate degree in educational leadership or equivalent in relevant area such as public administration.
- A graduate degree with related experience that demonstrates the ability to be an educational organizer.

### **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 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.

### **Personal Characteristics**

- 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.
- Cultural sensitivity and demonstrated ability to work well with people from different cultures.
- Ability to articulate the Board's mission, vision, and academic program in a succinct, compelling multi-cultural manner.
- Effective oral, written interpersonal, and presentation communication skills.
- Quick-thinking and solution oriented; strong team and time management
- Take initiative and make progress amidst competing priorities.
- Develop and maintain professional work relationships with administrators, co-workers, students, and the general education community.

## Priorities for the New Superintendent

- Implement the District's Strategic Plan.
- Ensure 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.

## 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. Utqiagvik has an elementary school, middle school, alternative high school, and high school. All of the village schools 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. Our priority, purpose, and responsibility is to partner with families and community to provide high-quality education resulting in students that are....

- Critical and creative thinkers able to adapt in a changing environment and world;
- Active, responsible, contributing members of their communities; and,
- 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:**

**Student Success:**

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



**Community Engagement:**

Foster collective responsibility, commitment, and trust between the school and community.



**Staff Success:**

Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.



**Financial and Operational Stewardship:**

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

~Approved October 2020



## District Profile

# of Communities	8
# of Schools	11
# of Students	2107

### Number of Employees Per FY22 Budget

Instructional Staff	208
Non-Instructional Staff	216

### General School Operating Budget – FY22

Current Operating Budget	\$74,982,363
Capital Budget	\$3,000,000*
Special Revenue Funds	\$14,004,953

### Administrative and School Organizational Structure

#### District Administration

Superintendent	Yes
Informational Technology	Yes
Financial Officer	Yes
Maintenance & Operations	Yes
Special Education	Yes
Human Resources	Yes
Curriculum & Instruction	Yes

### Operating Revenues by Source FY22

Local	\$39,428,052
State	\$23,819,992
Federal	\$11,367,919

### Fund Balance – FY20 Audit

Reserved	\$7,280,177
Unreserved	\$12,781,127

#### School Administration

Principals	11
Assistant Principals	5
Dean of Students	0

### Expenditure Per Pupil FY20

	\$35,587
Average Teacher Salary	\$85,000

\*Capital Budget is maintained by NSB

## The North Slope Region

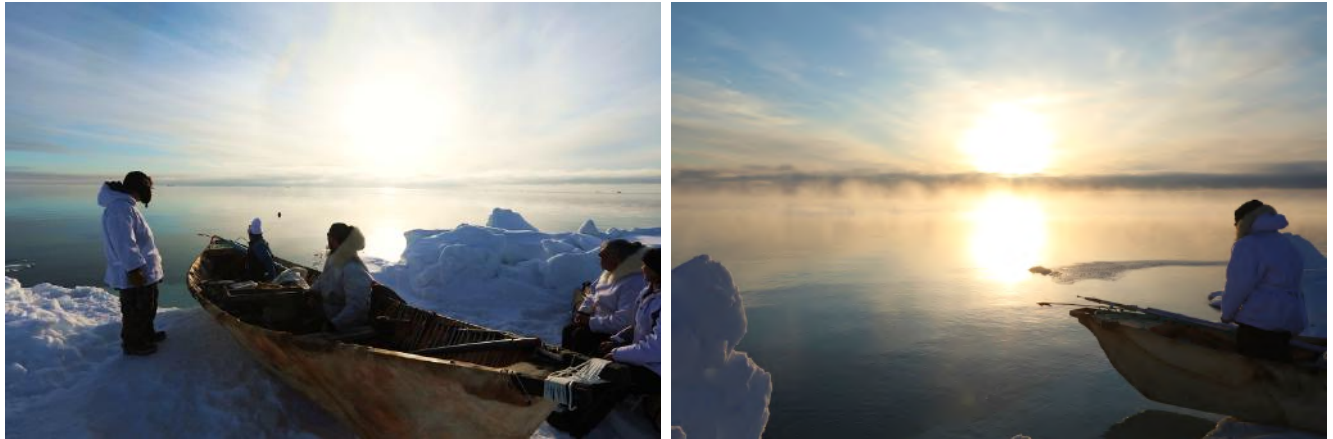
The thrill of crossing the Arctic Circle is the most memorable moment of many visitors coming on Alaska’s journey. The people, the places, the history and adventure combine to make the Far North unlike any place else in Alaska. The arctic is a land where tales are passed on for generations, and Native 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. Visitors to the North Slope Borough will witness spectacular contrasts. In summer, the sun stays above the horizon for 84 days, and in the winter it disappears for 67 days.



## 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](http://www.nsbsd.org)

[www.north-slope.org](http://www.north-slope.org)

[www.eed.state.ak.us/tls/assessment/results.html](http://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](http://www.nsbsd.org).

Thank you for your interest.

Sincerely,

The North Slope Borough School District Board of Education

Qaiyaan Harcharek, President

Nancy Rock, Clerk

Nora Jane Burns

Madeline Hickman

Robyn Burke

Frieda Nageak

Caitlin Montague