



association of
ALASKA
school boards

Superintendent Search Service

Kodiak Island Borough School District Superintendent Vacancy Kodiak, Alaska



The Kodiak Island Borough School District Board of Education is conducting a local, statewide, and national search for an exceptional education leader interested in the position of Superintendent of the Kodiak Island Borough School District. The Board seeks a superintendent capable of maintaining a highly successful and award-winning educational system built on stewardship of core academic curricula and career technical education while promoting social and emotional learning, arts in education, and a 21st-century vision for education. Candidates should have a solid foundation in educational leadership with experience teaching in a K-12 classroom and incorporating a culturally aware curriculum. In addition, a candidate should be a clear and conscientious communicator and a good listener capable of developing, supporting, and implementing complex educational programs. A successful candidate will be expected to work on statewide educational issues while leading the administrative and academic efforts in the Kodiak Island Borough's multiple sites, some of which are rural schools, and include an air flight from the city of Kodiak.

Compensation will include a competitive starting salary from **\$145,000 to \$175,000** for a 260-day contract with an annual evaluation and opportunity for a pay increase. The Board will consider experience and evidence of qualifications in determining the final salary and duration of the initial contract. A comprehensive benefits package is provided, and a relocation reimbursement may be negotiated.

Timetable

Open Recruitment -----	December 23, 2021
Application deadline: -----	January 21, 2022
Selection of semifinalists: -----	February 4, 5 or 6, 2022
Semifinalist interviews: -----	February 16,17, or 18, 2022
Community Engagement:-----	February 21,25, 2022
Interviews with Board: -----	March 3-5, 2022
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 Kodiak Island Borough School District website at www.kibsd.org for more details on this unique Alaskan school district.

Minimum qualifications include those required for a State of Alaska Type B (or provisional Type B) certificate, including a master's degree, an institutional recommendation, minimum of 5 years of satisfactory employment as an administrator or teacher (three of which with a teaching certificate and one of which with an administrative certificate), and completion of a school administration program.

Kodiak Island Borough School District

DISTRICT BROCHURE



Mission Statement

The KIBSD, in close cooperation with our diverse island community, exists to provide an educational program of the highest standard that empowers all students to achieve personal and academic excellence while developing their full potential as responsible, productive citizens.

Vision

- KIBSD is a safe, disciplined, and productive environment where students and adults are meaningfully engaged in learning.
- Our culturally diverse population is viewed as a strength with a spirit of equity, cooperation, and respect filling our school communities.
- Our curriculum design and instructional practices enhance our ability to connect academic learning to the workplace.

- All our schools are equipped with the necessary technology, human resources, and materials for academic success.
- Our graduates experience success and are academically prepared to take advantage of choices in a changing society. They work collaboratively, are technologically literate, and have a passion for lifelong learning.
- Our parents experience satisfaction due to the progress of their children. They work cooperatively with school personnel to establish goals and priorities. They feel welcomed and valued as partners in the educational process.
- Our staff experiences a sense of accomplishment and is held in high esteem. They work collaboratively, are competent, effective, and committed to professional growth. They are positive role models to our youth.
- Our community takes pride in the KIBSD as an organization where everyone is committed to quality education for all students. We are acknowledged as a premier educational system, and the community readily partners with us in a spirit of respect and support.

Philosophy

The KIBSD has a compelling obligation to be responsive to the needs of our community and society. The members of the KIBSD governing BOE establish policy, hire personnel, develop annual budgets, and plan facilities needed to implement a successful public-school program. The KIBSD respects the educational right of each student and is charged with providing the best possible cost-effective program for all students. Our emphasis is placed on excellence that seeks to instill a desire to keep learning, be self-motivated and self-disciplined, and believe in one's self-worth.

Beliefs

- The first and foremost consideration of the educational process is the student.
- The educational environment must be caring, healthy, safe, non-disruptive, and non-biased.
- The school is an integral part of the community, and the community is an integral part of the school.
- All students are capable of learning and must have the opportunity to learn.
- Families are their children's primary teachers and must be actively involved in education.
- The educational process must value and reflect human diversity and the multicultural communities it serves.
- Our communities must be active in educational funding and spending.
- Excellence in schools must be developed through high standards and high expectations.
- Students must demonstrate achievement of District-approved standards to graduate.
- Students need opportunities to experience success and to build self-esteem.
- The success of students is measured in a variety of ways.

District Overview

Established in 1948, the KIBSD has forged a second-to-none PreK-12 school district capable of educating its nearly 2,500 students in six town schools and eight outlying Alaska Native and village schools, in addition to students in a distance-learning program. The KIBSD manages almost a \$50,000,000 budget to support the educational programs guided by a comprehensive strategic plan. The KIBSD Strategic Plan provides a three-year guide for the district's goals and priorities developed with input from community stakeholders during comprehensive needs assessments for each school. The KIBSD has also adopted AdvancED's "Standards for Quality School Systems" and in 2016 received a recommendation for district-wide accreditation through AdvancED. The KIBSD will be one of three accredited school districts in Alaska. These standards will guide KIBSD's strategic plans, initiatives, and assessment of student achievement and help identify improvements where needed.



The KIBSD instructional program meets and exceeds Alaska Standards. Students are required to pass 24.5 credits, which include English (4), math (3), science (3), social studies (3), CTE (1), health (1), physical education (1.5), and electives (8). In addition, Kodiak High School students have the opportunity to receive dual credit for classes through the University of Alaska Anchorage. The District-wide graduation rates were 85.9 percent in 2020 and 81.1 percent in 2021.

The KIBSD has embraced the ideals of a "Future Ready District" to responsibly transform public education through technology. Leadership teams work collaboratively to transform teaching and learning using the power of technology to help drive continuous student improvement. The KIBSD has committed to developing the capacity, digital materials, and device access necessary to wisely and effectively teach students to become responsible, engaged, and contributing digital citizens. This includes a commitment to high-speed connectivity, professional learning opportunities for faculty and staff, and progress towards universal access to quality devices and quality digital content. To provide services to the KIBSD rural locations, video technology, and virtual learning tools were developed to deliver arts and academics to these remote sites. This effort grew into the Alaskans Transforming Educational Access within Communities and Homes (AKTEACH) program, which has expanded to include course delivery statewide.

In addition to its academic focus, KIBSD maintains an active extracurricular program. Students participate in the following:

- Arts programs: Dance Team, Art Club, Drama, Orchestra, Chorus, and Band.
- Sports: Football, Volleyball, Basketball, Baseball, Wrestling, Cross Country, Track and Field, Softball, Swimming and

Diving, Cheerleading, Native Youth Olympics, Soccer, Hockey, and Tennis.

- Clubs and Organizations, including: Alutiiq Language, Business Professionals of America, Battle of the Books, Be the Change, FCCLA, HOSA, FFA, Key Club, National Honors Society, Skills USA, Student Council, Teen Court, and Tsunami Science Bowl.

District-wide Profile

FY22 Enrollment by School

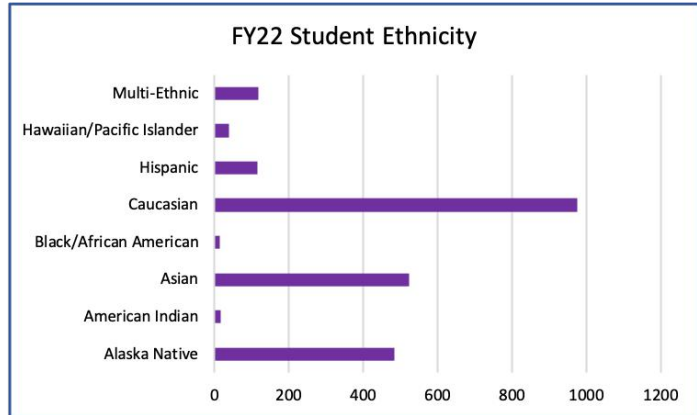
<u>School</u>	<u>Number of Students</u>	<u>Number of Teachers</u>
Akhiok School	14	3
AKTEACH	188	3
Chiniak School	17	2
East Elementary	338	27
Kodiak High School	624	44
Kodiak Middle School	436	22
Main Elementary	177	11
North Star Elementary	238	11
Old Harbor School	32	3
Ouzinkie School	15	2
Peterson Elementary	195	11
Port Lions School	14	3

FY22 Enrollment By Grade

Total enrollment	2,276 students
Pre-Kindergarten	88
Kindergarten	181
Grade 1	169
Grade 2	175
Grade 3	184
Grade 4	162
Grade 5	156
Grade 6	183
Grade 7	158
Grade 8	167
Grade 9	174
Grade 10	172
Grade 11	169
Grade 12	138

FY22 Student Ethnicity

Alaska Native	485	(21.2%).
American Indian	17	(.74%)
Asian	524	(22.9%)
Black/African American	15	(.66%)
Caucasian	976	(42.6%)
Hispanic	115	(5.0%)
Hawaiian/Pacific Islander	38	(1.6%)
Multi-Ethnic	118	(5.2%)



FY21 Budget General Fund Revenue Sources Actual

Total	\$43,935,898
Local	\$11,627,089 (\$9,390,089 from KIB Appropriations)
State	\$29,560,068
Federal	\$ 2,778,741

Board of Education

A five-member school board who are elected to three-year terms governs the Kodiak Island Borough School District.

Julie Cain Hill	President
Judy Carstens	Vice President
Katie Oliver	Clerk
Dave Johnson	Treasurer
Duncan Fields	Member
CDR Jess Johnson	USCG Advisory Representative

Application Process

The Association of Alaska School Boards is facilitating this superintendent search. The closing date for all application material is **January 21, 2022**. Semifinalist will be interviewed virtually on **February 16,17, or 18, 2022**. The finalists will be invited for onsite interviews (depending on the pandemic status) or **virtual interviews** with the Board on **March 3-5, 2022**. Only applications submitted through the AASB online application system will be considered. 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).

Note: The Board will be reviewing applications as they are submitted and may, at its discretion, expedite the process if a candidate is found to warrant it.

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 and reference 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. In-depth reference checks will be conducted by AASB and a request for at least three confidential written references.

Candidates who do not possess an Alaska Type B certificate with a superintendent endorsement should begin the process.

Compensation

Compensation will include a competitive starting salary from \$145,000 – \$175,000 for a 260-day contract with an annual evaluation and opportunity for pay increases. The Board will consider experience and evidence of qualifications in determining the final salary and duration of the initial contract. A comprehensive benefits package is provided, and a relocation reimbursement may be negotiated.

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.
- A master’s degree and an institutional recommendation
- Minimum five years of satisfactory employment as an administrator or teacher (three of which with a teaching certificate and one of which with an administrative certificate)
- Completion of a school administration program.

Current Board Goals:

- Increase student achievement.
- Maintain fiscal responsibility through careful budgeting, operational efficiencies, diligent maintenance and enhancement of funding sources and accounting transparency.
- Recruit and retain quality educators, support instructional excellence through professional development, and encourage mentorship when practicable.
- Provide opportunities for family and community involvement in district schools.
- Sustain proactive, frequent, and transparent, multi-media communications with constituent communities, academic staff, and local, state, and federal policy-makers.
- Monitor and support facilities planning and maintenance to encourage the successful implementation of educational programs in spaces that provide a secure and healthy environment.
- Promote understanding of education policy tenets, reforms, and requirements of the Every Student Succeeds Act.

The Kodiak Archipelago Community

Kodiak Island (3,588 square miles) is the largest island in Alaska and the second-largest island in the United States. It lies at the western border of the Gulf of Alaska, 120 nautical miles south of the Kenai Peninsula and 219 nautical miles south of Anchorage. It is one of 16 major islands that make up the Kodiak Island Archipelago, which parallels the Katmai Coast along the Alaska Peninsula. The Kodiak Island Borough has a total of 13,592 people, approximately half of which live in the City of Kodiak. The City of Kodiak is the seventh-largest city in Alaska and has a culturally diverse community.



1marionalaska.com

Kodiak Island has six remote village communities with between 40 to 260 persons (Port Lions, Ouzinkie, Larsen Bay, Karluk, Old Harbor, and Akhiok), each represented by a federally recognized Native Alaskan tribe. Eighty percent of KIBSD’s village students are Alutiiq (Russian-Aleut), or “People of the Sea.” Kodiak’s indigenous people have combined western traditions and technologies with their own worldviews to continue a distinct subsistence lifestyle that is uniquely Native Alaskan. The 7,500 years of Alutiiq culture are preserved through current research and incredible collections of Alutiiq artifacts at the downtown Alutiiq Museum.



Kodiak Island is home to one of the largest commercial fishing ports in the United States, the largest commercial fish processing sector in the United States, and the largest U.S. Coast Guard base in the Nation. The active waterfront and harbors boast greater than 650 boats, including the state’s largest trawl, long-line, and crab vessels, and 12 shore-based processors. Commercial, subsistence, and sport fisheries include world-renowned species such as salmon, halibut, rockfish, cod, pollock, and crab. The rich heritage of the Kodiak fishing community is on display through the Kodiak Maritime Museum.

The Kodiak Archipelago (aka the “Emerald Isle”) and surrounding oceans provide a spectacular playground for adventurous hikers, fishers, hunters, and nature lovers. From rainforests to alpine tundra and incredible tide pools to 4,000-foot snow-covered mountains, the 2,500 miles of coastline and mountainous backbone of the island provide opportunities for once-in-a-lifetime experiences. With only 100 miles of roads providing incredible access to this unsurpassed beauty, the majority of the island remains a rugged wilderness truly defining the “last frontier”. And what would a wilderness be without regular sightings of whales, sea lions, the great Kodiak brown bears, bald eagles, or one of the other 247 bird species found in the Archipelago?



Kodiak also has a diverse and vibrant cultural and art community for those rainy days and wintery nights. Local artists abound in Kodiak, and their works can be viewed all over town. The Kodiak Arts Council truly improves the quality of life in Kodiak through its Performing Arts Series, Sum'Arts for Kids, Community Theater, visual arts opportunities, Arts in Education, and work with 11 other community arts organizations. The downtown Kodiak History Museum in the 200-year-old National Historic Landmark Erskine House highlights Kodiak's rich history, from Alutiiq culture and the Russian colonial period to the early American era, WWII, and the present day. Fort Abercrombie State Historical Park is one of many reminders of Kodiak Island's role as the command center of the World War II military defenses for the Aleutian Islands.

For more information about Kodiak Island, please visit:

www.kodiakak.us

www.kodiak.org

www.kodiakarts.org