



## **Bering Strait School District**

Seeks Qualified Applicants for Superintendent

Closing Date: January 10, 2022

The Bering Strait School District is an equal opportunity employer.

### **Application and Timetable**

The Board of Education of the Bering Strait School District is conducting a search for a Superintendent. The successful candidate will have strong educational leadership skills, will be able to manage and support a highly motivated and talented team of educators and travel to all school locations. The successful candidate will focus on implementing the newly developed strategic plan, Board priorities and policies, managing staff, as well as oversight for the district's financial and operational functions. Additionally, the successful candidate will have the ability to be approachable and effective communicator with the Board, staff and community, in support of students.

Applications are sought from those candidates with successful experience as a superintendent, principal, or central office administrator in a multi-site district. The Board is seeking a candidate that is dedicated to providing an education that engages students, increases academic proficiency and prepares them well for any post-secondary educational opportunity.

A salary range between **\$150,000 – \$165,000 (DOE) for a 260-day contract** with an attractive fringe benefit package is being offered to the successful candidate.

### **Timetable**

- Closing date for all application material is January 10, 2022
- Candidates will be identified on Friday, January 21, 2022
- Virtual Community Open House the week of January 31, 2022
- Interviews will be conducted in Nome, Alaska on February 4<sup>th</sup>, 2022
- The new superintendent is expected to begin work on July 1, 2022



To apply, please click here: [aasb.myrevelus.com](https://aasb.myrevelus.com)

Questions? Please call Heather Shaw or Lon Garrison at 907-463-1660.

### **Qualifications of the Candidate**

The Regional Board of Education recognizes that selecting the superintendent is one of the most important decisions it will make and is seeking a candidate that can help the Board meet its established mission and goals.

[https://core-docs.s3.amazonaws.com/documents/asset/uploaded\\_file/1476332/BSSD\\_Strat\\_Plan\\_2021.pdf](https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/1476332/BSSD_Strat_Plan_2021.pdf)

### **Vision:**

All students are thriving and contributing culturally ~ locally ~ globally

### **Mission:**

Achieving excellence by nurturing the whole student in a culturally based learning community that (or which) is safe and supportive.

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 and Personal Characteristics**

#### *Desired Minimum Qualifications*

- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Demonstrated successful experience as an administrator or principal with central office experience preferred.



### *Desired Background*

- Experience in a remote school setting and ability to be culturally responsive, especially with Alaska-Native or other indigenous cultures.
- Experience in school finance, budget development, oversight and implementation.
- Skilled in personnel management.
- Demonstrated experience of collaborative leadership leading to improved student achievement.
- An approachable and effective communicator with the Board, staff and community, in support of students.

### *Personal Characteristics*

- Approachable in demeanor and has an 'open door' philosophy.
- 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 non-profits.
- Evidence of working collaboratively with staff.
- Supportive and respectful of traditional language and traditions.

### **Compensation**

The Board is willing to offer a competitive salary for a 260-day contract with subsidized modern housing provided. The range will be from \$150,000-\$165,000.



### **Timetable**

- Application deadline: Jan. 10, 2022
- Selection of Finalists: Jan. 21, 2022
- Virtual Community hall; Week of Jan. 31, 2022
- Interviews with Board in Nome: Feb. 4, 2022
- Employment begins: July 1, 2022

### **Board Identified Priorities for the New Superintendent**

- Continue to build on the positive relationship between DO staff, the Board and communities.
- Streamline the process for maintenance districtwide, address needs on a timely basis especially in the rural sites.
- Work to ensure each student has a postsecondary plan.
- Focus on staff/teacher retention.

### **The School District Profile**

The Bering Strait School District is located in northwest Alaska. It borders the Arctic Circle, International Dateline and the Yukon River. The District is roughly the size of Minnesota and serves 15 schools and a regional educational facility (NACTEC). All communities are accessible only by plane with the exception of Diomedes that requires helicopter service most of the year. Many communities have a subsistence-based economy and a portion of the student body speaking English as a second language. The school communities are considered remote locations and include: Brevig Mission, Diomedes, Elim, Gambell, Golovin, Koyuk, St. Michael, Savoonga, Shaktoolik, Shishmaref, Stebbins, Teller, Unalakleet, Wales, and White Mountain.

The district headquarters are in Unalakleet (400 mi NW of Anchorage). The District serves approximately 1700 students, 195 teachers, 30 principals and administrators and 200 support staff. There is an 11-person school board.

The Bering Strait School Board has a strong sense of purpose and has an



approved strategic plan.

The Bering Strait School District is a recognized leader in implementing a standards-based program, effective staff development, reducing teacher turnover and in the use of technology for the education of students and staff, and for the administration of the district. All schools have Internet access and videoconferencing capabilities. Teachers and administrators communicate extensively using web-based programs to develop and share curriculum, maintain student records and to complete other administrative tasks.

### **District Headquarters - Unalakleet**

Unalakleet, serving as the Bering Strait School District headquarters, is a regional hub and is located on Norton Sound at the mouth of the Unalakleet River, 148 miles southeast of Nome and 395 miles northwest of Anchorage. Unalakleet has a sub-arctic climate with considerable maritime influences when Norton Sound is ice-free, usually from May to October. Winters are cold and dry. Average summer temperatures range 47 to 62; winter temperatures average -4 to 11. Extremes have been measured from -50 to 87. Precipitation averages 14 inches annually, with 41 inches of snow.

Archaeologists have dated house remnants along the beach ridge from 200 B.C. to 300 A.D. The name Unalakleet means "from the southern side." Unalakleet has long been a major trade center as the terminus for the Kaltag Portage, an important winter travel route connecting to the Yukon River. The Russian-American Company built a post here in the 1830s. In 1898, reindeer herders from Lapland were brought to Unalakleet to establish sound herding practices. The City was incorporated in 1974.

Unalakleet has a history of diverse cultures and trade activity. The local economy is the most active in Norton Sound, along with a traditional Unaligmiut Eskimo subsistence lifestyle. Fish, seal, caribou, moose and bear are utilized. The sale of alcohol is prohibited in the community, although



importation and possession are allowed. Both commercial fishing and subsistence activities are major components of Unalakleet's economy. 109 residents hold commercial fishing permits. Norton Sound Economic Development Council operates a fish processing plant. Government and school positions are relatively numerous. Tourism is becoming increasingly important; there is world class silver fishing in the area.

Water is derived from an infiltration gallery on Powers Creek, is treated and stored in a million-gallon steel tank. 190 households are connected to the piped water and sewer system and have complete plumbing. Residents haul refuse to the baler facility for transportation to the landfill. Matanuska Electric Assoc. owns and operates the electrical system in Unalakleet, through the Unalakleet Valley Electric Cooperative.

Unalakleet has a State-owned 6,004' long by 150' wide paved runway which recently underwent major improvements; and a paved strip that is 2,000' long and 80' wide. There are regular flights to Anchorage. Local overland travel is mainly by ATVs, snow machines and dogsleds in winter.

### **District Profile**

Current Budget \$ 54,700,000

Capital Projects Budget \$ 800,000

Special Programs/Grants \$ 12,200,000

Operating Budget \$ 54,700,000

### **Revenue**

Local \$3,800,000

State \$ 42,300,000

Federal \$ 28,400,000

Total Revenue \$74,500,000

Reserved Fund \$ 17,400,000

Unreserved Fund \$ 4,300,000

Expenditure per pupil \$ 33,057



### **Number of Employees**

Administration 30

Instructional Staff 195

Non-instructional Staff 2

Average Teacher Salary \$ 55,000

Number of Students 1700

School Sites 15

### **Administrative and School Organizational Structure**

District Administration Superintendent 1

Director of Program Support 1

Director of Curriculum and Instruction 1

Technology Coordinator 1

Maintenance Director 1

Program Coordinators 3

Chief Financial Officer 1

Special Education Coordinator 1

Director of Human Resources 1

School Administration Principals 15

Assistant Principals 6

### **School Board**

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Annabelle Cunningham – 1<sup>st</sup> Vice Chair

Aaron Iworriggan – 2<sup>nd</sup> Vice Chair

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