

# Superintendent Search Service

## Application Deadline:

January 9, 2023

## Timeline

### Selection of Finalists:

January 26, 2023

### On-Site Interviews with the Board:

February 16-17, 2023

### Employment Begins:

July 1, 2023

## School Board

Michael Swain - Board  
President

Sheri Onate - Board  
Clerk

Rebecca Hamon

Olaf O'Domin

Floyd Wilson

Bella Young - Student  
Representative

## Bristol Bay Borough School District

*Naknek, Alaska*

The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Board of Education of the Bristol Bay Borough School District. The School District is located in Southwestern Alaska at the head of Kvichak (KWEE-jak) Bay, an arm of the larger Bristol Bay. The district is positioned in one of Alaska's most breathtaking regions and serves 114 students.

The Board is offering an annual salary in the range of \$130,000-\$135,000 DOE. In addition, a health insurance benefits package that is available to all other district employees is provided. The Board offers professional membership dues, a life insurance stipend, an annual travel stipend, and a negotiated moving expense reimbursement.

Applications are sought from those candidates with successful experience as a superintendent, principal, or central office administrator in a uniquely close community. The Board is seeking a candidate dedicated to providing an education that engages students, maintains high academic proficiency, and prepares them well for any post-secondary educational opportunity. The new superintendent is expected to start employment on July 1, 2023.

Candidates who do not possess an Alaska Type B certificate with a superintendent endorsement should begin the process in order to be considered for this position.

## Application Process

The Association of Alaska School Boards uses an online application system. Interested candidates should complete and submit an online application found at [aasb.myrevelus.com](https://aasb.myrevelus.com). No "hard copy," faxed, or emailed submissions will be accepted. Please visit the Association's website at [aasb.org/superintendent](https://aasb.org/superintendent) for more information about this search and guidance on applying through the Revelus online application system.

# Superintendent Search Service

## Bristol Bay Borough School

### District Profile

#### Naknek – District Office



Bristol Bay Borough is known as the "Red Salmon Capital of the World," as well as the "Gateway to Katmai National Park and Preserve." It is located in Southwestern Alaska at the head of Kvichak (KWEE-jak) Bay, an arm of the larger Bristol Bay. The borough functions as the official governing body for Naknek, South Naknek, and King Salmon and provides a variety of important services. The borough offices are located in Naknek.

With a current enrollment of 114 students and a student-teacher ratio of 10:1, the Bristol Bay Borough School District operates three schools that provide a well-rounded educational experience for students from preschool through 12th grade: [Bristol Bay Correspondence](#), [Bristol Bay Middle/High School](#), and [Naknek Elementary](#). The student body at the schools served by Bristol Bay Borough School District is 68.4% American Indian or Alaska Native, 17.5% White, 3.5% Hispanic/Latino, 2.6% Asian or Asian/Pacific Islander, 0.9% Black, and 0.9% Native Hawaiian or other Pacific Islander. In addition, 6.1% of students are of two or more races. 47% of students are female, and 53% of students are male. At schools in Bristol Bay Borough School District, N/A of students are eligible to participate in the federal free and reduced-price meal.

The Bristol Bay Borough School District was instrumental in forming the Bristol Bay Regional Career and Technical Education program that provides students in Bristol Bay Borough, Southwest Region, Dillingham, and Lake and Peninsula School Districts with career exploration opportunities. The Bristol Bay Borough School District's board members, administrators, and staff are essential to improving opportunities and outcomes for students across the district. Regionally, visionary leadership and partnerships with the Bristol Bay Economic Development Corporation, Bristol Bay Native Corporation, Camai Community Health Center, Dillingham City School District, Southwest Region School District, and the Lake and Peninsula School District have had a profound impact on what has been offered to students. "We are fortunate to live in a region that recognizes the positive impact we can have when we work together for all the children in Bristol Bay."

### District Data

School Facilities: 2

Students: 114

District Administration: 2

Instructional Staff: 17

Non-instructional: 6

### Budget

Operating Budget:

\$4.53 Million

### Revenue

Local: \$1.94 Million

State: \$1.00 Million

Federal: \$1.33 Million

### Fund Balance

Expenditure Per Pupil:

\$41,220

Average Teacher Salary:

\$65,333

Visit the Bristol Bay Borough School District website at [www.bbbsd.net](http://www.bbbsd.net) for more details on this unique Alaskan school district.

# Superintendent Search Service

## What is the Environment Like?

Bristol Bay Borough was incorporated as the state's first borough in 1962. Bristol Bay Borough is located approximately 293 miles southwest of Anchorage and 1,733 miles from Seattle, WA. The main feature of the borough's setting is the Naknek River and the cliffs bordering Kvichak Bay. At Naknek and South Naknek, where the cliffs are at their highest and the river is at its widest, the combination of the broad tidal river and the brown cliffs with their crowning greenery, present a truly striking picture. Looking across the river from one community to the other, the towns appear dwarfed by the cliffs on which they are situated.

## Overview of Communities

**Naknek** is located on the north bank of the Naknek River. In 1890, the first cannery opened on the Naknek River. By 1900, there were approximately 12 canneries in Bristol Bay. The Homestead Act enabled canneries to acquire land for their plants and also make land available to other institutions and individuals. The parcel owned by the Russian Orthodox Church on the north side of the Naknek River was the first land recorded in Naknek. Squatters built shelters on the church property and were eventually sold lots in what became the center of Naknek. A U.S. post office was established in 1907. Naknek has developed over the years as a major Alaska fishery center and center of local government.

**King Salmon** is located on the north bank of the Naknek River, about 15 miles upstream from Naknek. The two communities are connected by the Alaska Peninsula Highway. King Salmon is the regional transportation center, with many airline flights in and out daily.

At the beginning of World War II, the U.S. government constructed an air force base in King Salmon. The base was maintained throughout the war by the Federal Aviation Administration (FAA). The base was closed in 1994. In 1949, the U.S. Army Corps of Engineers built the road connecting King Salmon to Naknek. A U.S. post office was established in King Salmon the same year. Other developments that occurred around that time included the construction of the Alaska Department of Fish and Game quarters, a weather bureau office, and expansion of the FAA.

**South Naknek** is located on the south bank of the Naknek River. It is a more traditional Alaskan community. It is not connected to the other communities by road, except for a few months when vehicle travel is possible via the winter trail across the frozen Naknek River.

A Native village of Qinuyana was once located on the site where it developed. Many of the villagers came to South Naknek from the villages of New and Old Savanoski. Old Savanoski is located near the "Valley of Ten Thousand Smokes." It was abandoned after the 1912 Katmai volcanic eruption.

# Superintendent Search Service

## Getting to the District

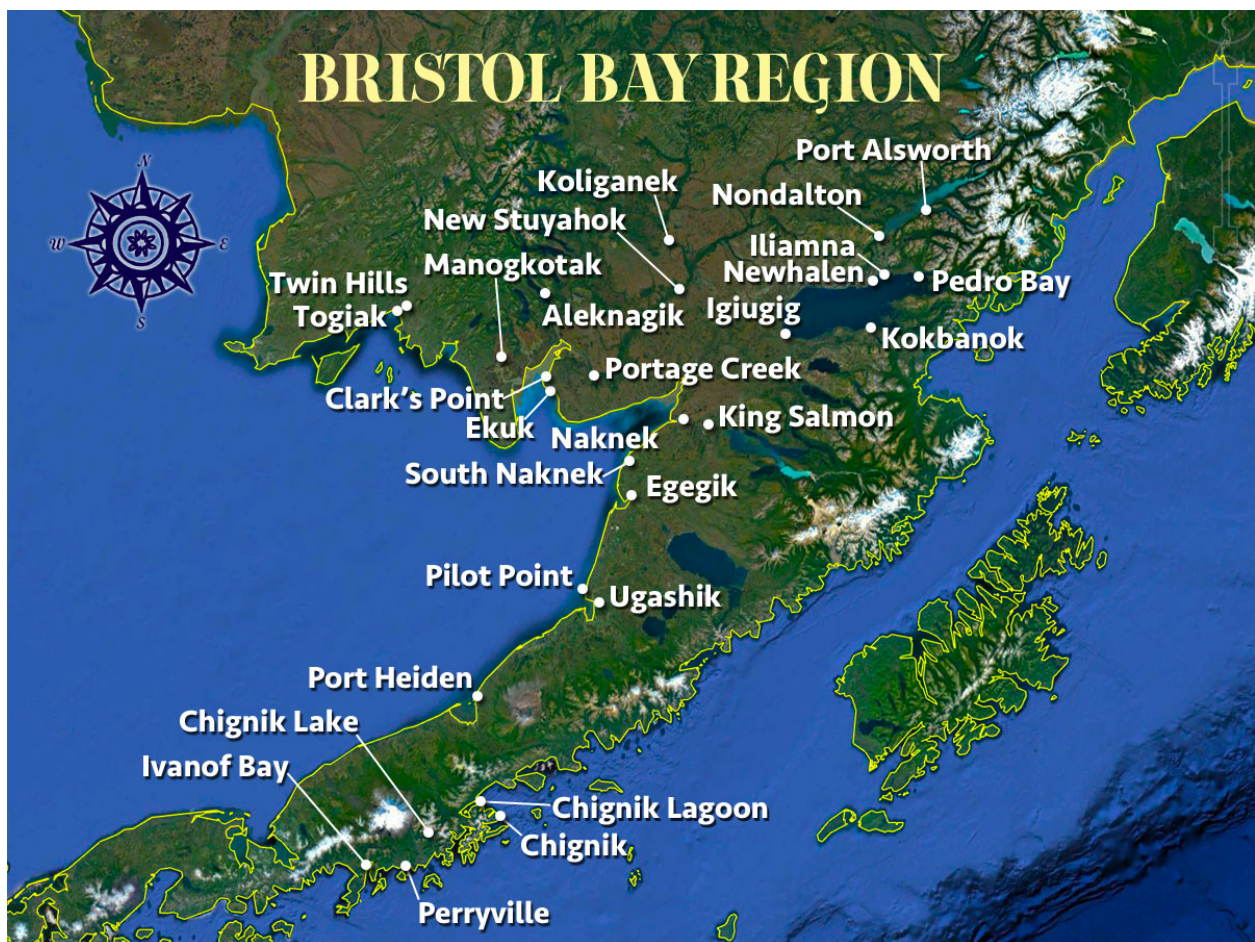
Alaska Airlines has non-stop flights from Anchorage to King Salmon on a daily basis.

## District Vision

Positively inspire students' growth every day to prepare healthy, talented citizens for their changing society.

## District Mission

We at Bristol Bay Borough School District provide diverse learning opportunities in a safe environment that guide ALL students in developing skills necessary to thrive in a changing world.





## Additional Information

### Board Identified Priorities for the New Superintendent

1. Ensure effective communication with community and staff.
2. Continue engagement with current partners: CTE, Camai, and Pre-K, and work on development of other partnerships
3. Lead and allow to be led; Listen, Learn before acting; take time to learn about district, staff and students.
4. Focus on developing positive relationships with staff and board.
5. Plan for an update to the Strategic Plan.
6. Develop and implement a curriculum review process.

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.
- Superintendent endorsement in the State of Alaska preferred.
- Have successful experience as a principal, assistant superintendent, or similar central office experience in a rural Alaska school district.

### Desired Professional Background and Experiences of Candidate

- Ability to develop and sustain positive relationships and partnerships.
- Proven ability to lead schoolwide improvement efforts based on student data; i.e., Response to READS Act legislation that is being developed.
- Knowledge of PBIS, RTI, SEL & Trauma Informed Instruction.
- Can help develop a positive child-centered school environment.

### Desired Personal Characteristics of Candidate

- Strong communications skills in dealing with a variety of audiences, including students, the Board, staff, parents, communities, businesses.
- Be a person of the highest integrity.
- A deliberative, patient, collaborative leader that understands and practices active listening.
- A person that comprehends and appreciates the uniqueness of our small, isolated, and uniquely diverse community and the challenges and rewards that this creates.
- A resilient leader with the ability to improvise and adapt to a variety of challenges.