

Superintendent Search Service

Application Deadline:

Feb 28, 2025

Timeline

Selection of Finalists:
March 14, 2025

**Interviews with the
Board:**
March 26 & 27, 2025

Employment Begins:
July 1, 2025

School Board

Michael Swain,
President

Sheri Onate,
Clerk

Rebecca Hamon

Mason King

Bella Young,
Student Representative

Bristol Bay Borough School District

Naknek, Alaska

The five-member Board of Education of the Bristol Bay Borough School District is conducting a search for a Superintendent. The School District is located in Southwestern Alaska at the head of Kvichak Bay, an arm of the larger Bristol Bay. The district is positioned in one of Alaska's most breathtaking regions and serves 98 students. The Board is seeking a candidate dedicated to providing an education that maintains high academic proficiency, engages students, and prepares them well for any post-secondary educational or career opportunity.



The Board is offering an annual salary in the range of \$120,000-\$145,000 DOE. In addition, a district employee health insurance benefits package is provided. The Board offers professional membership dues, a life insurance stipend, an annual travel stipend, and a negotiated moving expense reimbursement. The new superintendent is expected to start employment on July 1, 2025.

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 match the desired characteristics. Candidates who do not possess an Alaska Type B certificate should begin the process to be considered for this position.

Application Process

The Association of Alaska School Boards uses an online application system. Please visit the Association's website at aasb.org/superintendent/ for more information about this search and guidance on applying through the Revelus online application system (aasb.myrevelus.com).

Vision statement

Positively inspire student growth every day to prepare healthy, talented, culturally confident citizens for their changing society.

Mission statement

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

Learn more about the district at <https://www.bbbsd.net/>

Superintendent Search Service

Bristol Bay Borough School District Profile

District Data

School Facilities: 1

Students: 98

Administration: 2

Instructional Staff: 11

Non-instructional
Staff: 21

Pupil-Teacher Ratio:
9:1

Budget

Operating Budget:
\$4.4m

Revenue

Local: \$1.96m

State: \$1.25m

Federal: \$1.16m

Expenditure Per Pupil:
\$61,337

Average Teacher
Salary: \$70,811

Bristol Bay Borough is known as the "Red Salmon Capital of the World," as well as the "Gateway to Katmai National Park and Preserve." The borough functions as the official governing body for Naknek, South Naknek, and King Salmon and provides a variety of important services. The borough and school district offices are located in Naknek.

With a current enrollment of 98 students and a student-teacher ratio of 9:1, the Bristol Bay Borough School District operates three schools that provide a well-rounded educational experience for students from preschool through 12th grade: Naknek Elementary, Bristol Bay Middle/High School, and Bristol Bay Correspondence.

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 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 have had a profound impact on local education.

Environment & Climate

The Bristol Bay region provides a spectacular playground for adventurous fishers, hunters, hikers, and nature lovers. Naknek has a subarctic climate characterized by long, cold winters and short, cool summers. During the winter season, temperatures can reach lows of -30°F, and snowfall is frequent. Summers in Naknek are much milder, with temperatures reaching an average high of 65°F. Precipitation is higher during the summer months, resulting in over 200 days of frost-free weather. While temperatures can vary significantly throughout the year, the climate in Naknek is fairly temperate, with mild winters compared to other northern states.

Getting Here

Alaska Airlines has non-stop flights from Anchorage to King Salmon four days a week in the winter and daily in the summer. Other regional airlines also serve the area year-round.

Leadership Profile

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 the 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.
- Knowledge of PBIS, RTI, SEL & Trauma-Informed Instruction.
- Can help develop a positive child-centered school environment.

Desired Personal Characteristics of Candidate

- Strong communication skills in dealing with a range of audiences, including students, the Board, staff, parents, communities, and businesses.
- Be a person of the highest integrity.
- A deliberative, patient, collaborative leader who understands and practices active listening.
- A person who 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.

Strategic Plan Focus Areas

- Collaborative educational and culturally relevant opportunities for all.
- Communication to build and enhance community partnerships and support.
- Focus on overall health, well-being, and healing.

