

Superintendent Search Service

Application Deadline:

December 19, 2025

Timeline

Selection of Finalists:
January 7, 2026

**Interviews with the
Board:**
January 18 - 20, 2026

Employment Begins:
July 1, 2026

School Board

Dave Glasen,
President

Henk Kruithof,
Vice President

Emma Merritt,
Clerk

Pete Hoepfner,
Member

Kate Trudeau,
Member

Morgan Saiget,
Student Representative

Cordova City School District

Cordova, Alaska

The five-member Board of Education of the Cordova School District is conducting a search for its next Superintendent. The board is seeking a dynamic instructional leader with expertise in fiscal management and outstanding communication skills to drive the district's strategic vision for student learning. The new Superintendent will begin July 1, 2026.

An annual salary range of \$125,000 - \$135,000 with an attractive benefits package will be offered to the successful candidate. Applications are sought from candidates with demonstrated experience as a superintendent, assistant superintendent, and/or district administrator.

The Board of Education recognizes that selecting the Superintendent is one of the most important decisions it will make and is seeking a candidate who will help the Board meet its established vision and mission and achieve a quality education for all students in the district.

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 with a superintendent endorsement should begin the process to be considered for this position.

District Vision

The Cordova School District is committed to providing opportunities to challenge students to discover, set, and pursue their goals. Students shall possess the academic and communication skills, character, personal discipline, and cultural awareness to contribute as responsible citizens. Furthermore, the district seeks to foster a continued desire for learning beyond the classroom and graduation.

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 at aasb.myrevelus.com.

Visit the Cordova School District website at <https://cordovasd.org/> for more details on this unique Alaska school district.

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Cordova City School District Profile

District Data

Communities: 1
 School Facilities: 2
 Students: 366
 Administration: 8
 Instructional Staff: 29
 Instructional Support Staff: 15
 Non-Instructional Support Staff: 14

Budget

Current Budget: \$8.7m

Revenue

Local: \$2.36m
 State: \$5.36m
 Federal: \$40k

Expenditure Per Pupil: \$23,258

Average Teacher Salary: \$78,100

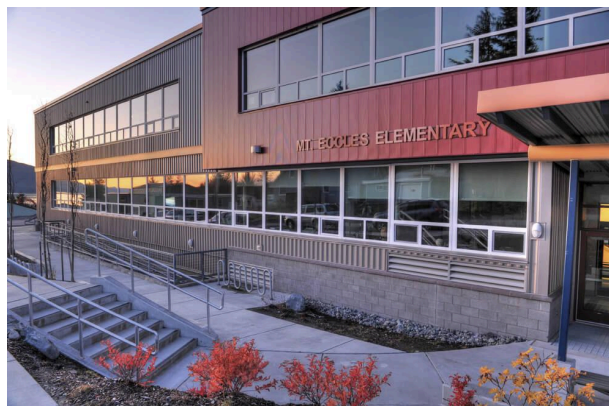
Average PTR: 13:1

4-Year Graduation Rate: 95%

Picturesque and welcoming, Cordova has a strong sense of community and commitment to its students. Tucked between the Chugach Mountains and the waters of Prince William Sound, Cordova is a scenic coastal community with a deep sense of place and commitment to its youth. The Copper River Delta, the largest contiguous wetland on the Pacific coast of North America, surrounds Cordova and provides extraordinary opportunities for learning, recreation, and cultural connection. Accessible only by plane or ferry, Cordova sits about 150 air miles east of Anchorage. Alaska Airlines offers daily flights, and the Alaska Marine Highway System provides regular ferry service. The town's geography shapes both daily life and the educational opportunities for students.

Student-Focused

Cordova City School District serves approximately 366 students across two schools: Mt. Eccles Elementary and Cordova Jr./Sr. High School. The district maintains small class sizes with an average student–teacher ratio of about 13:1, allowing for quality instruction and strong relationships between staff and students. Academically, Cordova students outperform their peers statewide in math, reading, and science assessments. The district holds a graduation rate of 95%, and regular MAP (Measures of Academic Progress) assessments help teachers tailor instruction to student needs throughout the year. For the past two consecutive years, Cordova Jr/Sr High has been ranked the #1 high school in Alaska by US News & World Report. In addition, Cordova students participate in a wide range of activities, including basketball, wrestling, volleyball, swimming, cross-country, music, and robotics.



Mt Eccles Elementary School, Grades K - 6. Photo MRV Architects.

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Community Supported

The district benefits from strong community support, with parents, local organizations, and tribal partners working closely with educators to ensure students thrive. The district's mission emphasizes leveraging its unique natural surroundings as a living curriculum, creating enriching, and place-based learning experiences. The district is also committed to cultural responsiveness, serving a diverse student population, with particular attention to Alaska Native heritage and traditions.

Partnerships with local organizations, such as the Native Village of Eyak, enrich learning opportunities and strengthen cultural connections.



The school district works closely with several local organizations to support and enrich student learning opportunities. These include the [Prince William Sound Science Center](#), the [Copper River Watershed Project](#), US Forest Service, and [Prince William Sound College, Cordova Extension](#).

Wellness and Healthy Living

Life in Cordova is closely tied to the outdoors. Students and families enjoy access to world-class salmon and halibut fishing, kayaking, hiking, hunting, and exploring nearby glaciers and mountains. Community facilities include Mt Eyak Ski Area (with chair lift), Cordova Community Pool, and the Cordova Center - home to the local library, art gallery, and theater. Local health services, including the Cordova Community Medical Center and Ilanka Community Health Center, provide essential medical and behavioral health care for residents.



The Harbor in Winter, Cordova, photo Pete Hoepfner.

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Leadership Profile

Professional Experience Minimum Qualifications

- Prefer an individual with Superintendent or Assistant Superintendent experience, and principal or district-level administrative experience.
- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.

Desired Professional Background and Candidate Experience

- Experience in school finance, budget development, and implementation.
- An approachable and effective communicator, both publicly and privately.
- Experience in providing effective staff development to support student learning.
- Demonstrated experience in supporting creative and innovative ways to achieve the goals identified in the strategic plan.
- Demonstrated history and collaborative leadership experience with successfully increasing student achievement.

Desired Personal Characteristics

- Passionate about improving the educational experience and outcomes for all students to succeed.
- Values and engages in opportunities for innovative education delivery.
- Demonstrated ability to engage parents and communities in the educational process of their children.
- Evidence of working collaboratively with staff.
- Ability to problem solve and think critically.

Board Priorities for the Coming Year

- Build and strengthen positive relationships through clear communication, awareness of cultural backgrounds, and transparency between the district office, staff, board, and community.
- Focus on raising student achievement, with a strong emphasis on reading and math proficiencies.
- Actively search out creative alternative funding sources to support district goals.
- Lead long-term facility and financial planning in partnership with the city, board, and community, focusing on areas within the district's direct control.