

Superintendent Search Service

Application Deadline:

January 2, 2026

Timeline

Selection of Finalists:
Jan. 8, 2026

**Interviews with the
Board:**
Jan. 22 & 23, 2026

Employment Begins:
July 1, 2026

School Board

Kerry Irons,
President

Jim Pryor,
Vice President

Mike Litzow,
Treasurer

Jesse Mickleson,
Clerk

Duncan Fields,
Member

Graham Edwards,
USCG Advisory
Representative

Tessa Davis,
Student Advisory
Representative

Kodiak Island Borough School District

Kodiak, Alaska

The Kodiak Island Borough School District (KIBSD) Board of Education is seeking a collaborative, student-focused leader to serve as its next Superintendent. The Board is looking for a candidate with a proven record of improving student outcomes, exercising sound financial stewardship, and demonstrating exceptional communication skills.



The Board seeks a leader who can sustain momentum in supporting high-quality learning in every school and guide the district toward continued excellence. The Board is particularly interested in candidates who will make a long-term commitment to the district and community.

KIBSD is offering an annual salary range of \$175,000 to \$195,000, along with an attractive benefits package. A relocation reimbursement may be negotiated. The new Superintendent will begin service on July 1, 2026.

The Board of Education recognizes that selecting the next Superintendent is one of the most important decisions it will make. 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 desired characteristics.

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. 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).

Visit the KIBSD website at www.kibsd.org for more details on this dynamic Alaskan school district

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Kodiak Island Borough School District

District Data

Communities: 6
 School Facilities: 11
 Students: 2001
 Administration: 14
 Certified Teachers: 143.5
 Instructional Support Staff: 100
 Other Staff: 87

Attendance Rate:

91.5%

Graduation Rate:

4-year: 87.12%
 5-year: 94.61%

Pupil/Teacher Ratios:

Primary: 19:1
 Grade 3: 25:1
 Grades 4/5: 30:1
 Rural Schools:
 Minimum 2 per school
 Secondary:
 30:1 (core classes)
 20:1 (CTE classes)

FY 26 Budget

Revenue

Local: \$15.1 mil
 State: \$29.1 mil
 Federal: \$2.7 mil

A Student-Focused System

KIBSD operates a diverse and geographically distributed system of schools across Kodiak Island. Within the hub of Kodiak, the district includes an early childhood pre-school, three elementary schools, Kodiak Middle School, and Kodiak High School, as well as the AK Teach homeschool program that provides flexible educational options for families. KIBSD also serves five rural village communities each with their own K–12 school that plays a central role in community life.



KIBSD is recognized for its academic programs and its commitment to meeting the needs of students in both urban and rural settings. Schools maintain a culture of engagement and partnership with families, Elders, and community members, contributing to learning experiences, cultural activities, and school events. In Kodiak's secondary programs, students participate widely in extracurricular opportunities, including athletics, the arts, student leadership, and a range of clubs that reflect the interests and talents of the community's youth.

The district takes particular pride in its career and technical education offerings, which include construction trades, maritime studies, culinary arts, audio/visual production, health sciences, and other pathways aligned with local industry and community priorities. KIBSD prepares students for success beyond graduation by encouraging each learner to explore their strengths, understand their opportunities, and pursue personalized pathways toward college, career, or continued training.

Excellence in Governance

The KIBSD Board of Education is composed of five members elected to staggered three-year terms. As a governance team, the Board is focused on improving student achievement and using data to evaluate progress and align resources with student needs. The Board is committed to consistent communication with the public, recognizing that strong relationships with families are essential to supporting student success. In addition to its elected members, the Board benefits from the insight of advisory members, including a U.S. Coast Guard representative and a student representative.

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About Kodiak Island

Kodiak Island lies 250 air miles southwest of Anchorage and is served several times daily by direct 45-minute flights. The Kodiak Island Borough has a population of about 13,000 residents, roughly half of whom live within the City of Kodiak. The City is one of Alaska's most culturally diverse communities and is the state's seventh-largest municipality. Kodiak is also Alaska's largest fishing port and home to the nation's largest U.S. Coast Guard base.

Public schools also operate within the island's village communities of Ouzinkie, Port Lions, Akhiok, Chiniak, and Old Harbor (*photo at left by Brian Venua, KMXT*). These communities are predominantly Alaska Native, with deep Alutiiq/Sugpiaq cultural roots and subsistence practices. All are remote and accessible only by boat or small aircraft, contributing to their close-knit character and strong sense of place.

Outdoor Recreation and Climate

The Kodiak archipelago and surrounding oceans provide for spectacular outdoor recreation for nature lovers. An extensive trail system provides opportunities for hiking, trail running, and berry picking, while rivers and nearshore waters support world-class fishing for salmon, trout, halibut, cod, and other species. With its mild maritime climate, Kodiak allows residents to enjoy the outdoors throughout the year.

Quality of Life

Kodiak offers a desirable blend of rural island life and modern amenities. While geographically remote, the community enjoys a robust range of services and facilities, including a 25-bed critical access hospital, a performing arts center, a swimming pool, public library, multiple public parks, and an enclosed hockey rink. Residents also benefit from a variety of restaurants and a newly opened downtown shopping center, creating a community that pairs small-town character with an appealing level of convenience and quality of life.

Candidate Leadership Profile

Professional Experience Minimum Qualifications

- Hold, or be able to obtain, a Type B administrative certificate with a Superintendent endorsement in the State of Alaska.
- Have demonstrated successful experience as a district-wide administrator or building principal.

Desired Professional Background and Experiences of Candidate

- Experience with fiscal planning and oversight.
- Demonstrated history of successfully increasing student achievement.
- An approachable and effective communicator both publicly and privately.
- Experience in providing effective staff development.
- Demonstrated leadership skills with the board, staff, and community in support of students.

Desired Personal Characteristics of Candidate

- Willing to become an active and invested member of the community.
- Approachable in demeanor and has an “open door” philosophy.
- A willingness to frequently travel to remote school sites in small aircraft.
- Evidence of working collaboratively with staff.
- Uphold the highest integrity and principles.

Board Priorities for the Coming Year

The Board is united in its commitment to the district's current [strategic plan](#) and encourages candidates to review both the plan and the district's Buoy 4 Success instructional goals. These documents reflect the community's shared priorities around student learning, staff support, and continuous improvement. At the same time, the Board looks forward to welcoming a leader who will bring fresh insight and a collaborative spirit to help advance this work and guide the district into its next chapter.