

Superintendent Search Service

Application

Deadline:

January 2, 2026

Timeline

Selection of Finalists:

January 17, 2026

Interviews with the Board:

February 10-11, 2026

Employment Begins:

July 1, 2026

School Board

Katherine Tatsuda,
President

Melissa Reed,
Vice-President

Ali Ginter,
Clerk-Treasurer

Judy Guthrie

Lindsey Johnson

Jordan Tabb

Shari Montgomery

Lilly Pader
Student Rep

Ketchikan Gateway Borough School District

Ketchikan, Alaska

The seven-member Board of Education of the Ketchikan Gateway Borough School District is searching for its next Superintendent.

The board seeks a candidate with strong fiscal and budget management skills, effective and culturally responsive communication skills, proven personnel leadership, and a talent for building positive community relationships.

The new Superintendent is expected to begin work on July 1, 2026.

A salary range of \$145,000 to \$175,000 with a multi-year contract is being offered to the successful candidate. An attractive benefits package is also offered, including life insurance, medical/health coverage, and a stipend for the use of a personal vehicle.

The 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 achieve quality education for all students in attendance.

The district's mission is: *"Together, we foster an educational culture of academic excellence, meaningful connections, and nurturing environments to maximize every student's unique potential."*

The Board is committed to a selection process that is fair and open to all qualified candidates. Candidates whose experience and background closely match the desired characteristics will be given priority.

Candidates who do not possess an Alaska Type B certificate with a Superintendent endorsement 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).

Visit the Ketchikan Gateway Borough School District's website at www.kgbsd.org for more information.

Superintendent Search Service

District Data

School Facilities: 9

Students: 2104

Administration: 17

Certified Staff: 190

Instructional and
Support Staff: 120

Pupil/Teacher Ratio:

15:1

Attendance Rate:

89%

Budget

Current Budget:
\$43,514,049

Revenue

Local: \$12,593,109
State: \$30,541,940
Federal: \$379,000

Expenditure Per Pupil:

\$23,528

Average Teacher Salary:

\$85,328

Ketchikan Gateway Borough School District Profile

Ketchikan, Alaska, is a coastal island community located in the heart of the Tongass National Forest in Southeast Alaska. Known for its deep Indigenous roots, vibrant arts scene, and rich fishing heritage, Ketchikan is often referred to as Alaska's "first city" due to its location at the southern tip of the Inside Passage. It is a popular stop for cruise ships and travelers exploring the region, but it's also home to a close-knit year-round community with a population of approximately 8,000 people.



Downtown Ketchikan is designated a National Historic District, with iconic boardwalks, picturesque landscapes, and totem poles lining the streets. The surrounding borough (Ketchikan Gateway Borough) encompasses suburbs both north and south of the city along the Tongass Highway, as well as small rural settlements accessible primarily by water.

Getting Here

Surrounded by rainforest and accessible only by air or sea, Ketchikan sits on Revillagigedo Island and serves as a regional hub for neighboring communities, including Prince of Wales Island, Metlakatla (the only Indian Reservation in Alaska), Wrangell, and the Alaska Native village of Saxman. Though remote, Ketchikan maintains strong transportation connections, with daily plane service to Juneau (45 minutes), Seattle (90 minutes) and Anchorage (3 hours), and ferry access via the Alaska Marine Highway System.

Climate

The climate is characterized by high rainfall—averaging nearly 160 inches annually—which sustains the lush temperate rainforest and supports a wide variety of wildlife. Locals often say the rain is what keeps everything so green and the fishing so good!

The Ketchikan Gateway Borough School District, located on Tlingit Aani, serves 2,104 students in grades Pre-K through 12. The district includes five elementary schools (two of which are charter schools), one middle school, one high school, an alternative middle/high school, a district homeschool program, and a Tribal Scholars program operated in partnership with the Ketchikan Indian Community. Deeply rooted in the community, the district maintains strong relationships with local families, tribal organizations, and regional partners. The successful candidate will be someone who is comfortable working closely with the Tribe and committed to fostering these vital partnerships.

Leadership Profile

Desired Professional Qualifications:

- Hold, or be able to obtain, a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Prefer an individual with Superintendent or Assistant Superintendent experience and a minimum of 3 years of principal or district-wide administrative experience.
- Hold a master's degree or higher in educational leadership or a related field and have demonstrated successful experience as an administrator or principal.

Desired Professional Background and Experience:

- Experience and willingness to be culturally responsive, especially with Alaska Native or other Indigenous cultures.
- Background and experience in school finance, budget development, and budget implementation.
- Demonstrated ability in the development of positive community relations.
- Skilled in personnel management.
- An approachable and effective communicator, both publicly and privately.

Personal Characteristics:

- Approachable in demeanor and has an "open door" philosophy.
- Strong communication skills with a wide variety of audiences including, but not limited to, the Board, staff, families, communities, businesses, tribes, and non-profits.
- Uphold the highest integrity and principles.
- Demonstrated ability to engage parents and communities in the educational process of their children.

