

# Superintendent Search Service

## Application Deadline:

**January 23, 2026**

## Timeline

**Selection of Finalists:**  
February 9, 2026

**Interviews with the  
Board in Bethel:**  
February 25-27, 2026

**Employment Begins:**  
July 1, 2026

## School Board

Clarence Daniel,  
President

Mike Husa,  
Vice President

Hugh Dymont,  
Secretary

Catherine Cedars,  
Treasurer

Oscar Active Sr.

Felix Albert

Janet Erik

Richard Long

Wassilie Pleasant

## Lower Kuskokwim School District

### *Bethel, Alaska*

The Lower Kuskokwim School District (LKSD) Board of Education seeks an experienced and collaborative leader for the position of Superintendent. The successful candidate will possess strong communication skills and will be able to manage and support a highly motivated and talented educational team. The new superintendent will work to implement and oversee Board priorities and policies, as well as manage district staff, operations, and finances. Additionally, they will be expected to travel to all LKSD villages with school sites and work with families and communities to develop meaningful partnerships. The new superintendent is expected to begin on July 1, 2026.

A salary range of \$165,000 to \$185,000, with a multi-year contract, is being offered to the successful candidate. A comprehensive benefits package includes a district vehicle for business and personal use, a utility stipend, and a negotiable moving stipend.

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 can help the Board meet its established mission and achieve a quality education for all students in attendance.

The district's mission is to ensure bilingual, culturally appropriate, and effective education for all students, thereby providing them with the opportunity to be responsible productive citizens.

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.

### Application Process

The Association of Alaska School Boards uses an online application system. 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 ([aasb.myrevelus.com](https://aasb.myrevelus.com)).

Visit the Lower Kuskokwim School District website at [www.lksd.org](https://www.lksd.org) for more details on this dynamic Alaskan school district.

# Superintendent Search Service

## District Data

Communities: 21  
 District Facilities: 26  
 Students: 3,700  
 Administration: 36  
 Secondary Teachers:  
 Primary Teachers: 200  
 Instructional Staff: 600  
 Non-instructional  
 Staff: 200

## Budget

Current Budget: \$280m  
 Capital Budget: \$31m  
 Special Programs/  
 Grants: \$63m  
 Operating Budget: \$186m

## Revenue

Local: zero  
 State: \$141m  
 Federal: \$133m  
 Other: 6m

## Fund Balance

Reserved: \$16.9m  
 Unreserved: \$1.5m

Average Teacher  
 Salary: \$82,000



The Lower Kuskokwim School District is located in Southwestern Alaska and is the largest rural school district in the state in terms of the number of sites, teachers, and students. The District headquarters are in Bethel. The District boundaries span a region the size of West Virginia, encompassing the area along the Kuskokwim River and the coastline of southwestern Alaska. Access to village communities throughout the district is by aircraft or boat. LKSD serves approximately 3,700 students in 21 communities, and approximately 83% of the student population is Alaska Native, predominantly Yup'ik and Cup'ik.

## Instructional Program

Lower Kuskokwim School District takes pride in its comprehensive and student-centered instructional program, designed to foster academic excellence and whole-student development. LKSD places a strong emphasis on cultural integration, supporting Yugtun and Cugtun language instruction and proficiency, and building local culture and values into the curriculum. The district is committed to delivering a well-rounded education that goes beyond conventional classroom settings, incorporating hands-on learning opportunities, the use of technology, and community engagement.

## Excellence in Governance

The district is governed by a nine-member Board of Education, elected to three-year terms to regionally designated seats. A majority of board members have multiple terms of service. Current President Clarence Daniel was recognized in 2021 by the Alaska Council of School Administrators with the MacKinnon Excellence in Education Award. The Board and leadership team are deeply committed to student and staff safety and have pioneered professional boundaries policies, prevention and training curriculum, and investigation and response procedures. This work serves as a model throughout the state of Alaska and beyond.

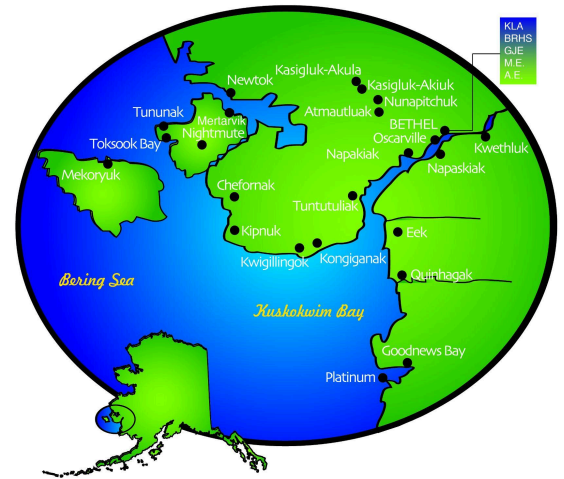
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## District Headquarters – Bethel:

Bethel is located at the mouth of the Kuskokwim River, 90 miles inland from the Bering Sea. It lies in the Yukon Delta National Wildlife Refuge, 400 air miles west of Anchorage. Precipitation averages 16 inches a year, and snowfall averages 50 inches per year. Summer temperatures often reach over 70 degrees Fahrenheit, and winter temperatures can dip well below zero, including wind chill factor, from December to March.

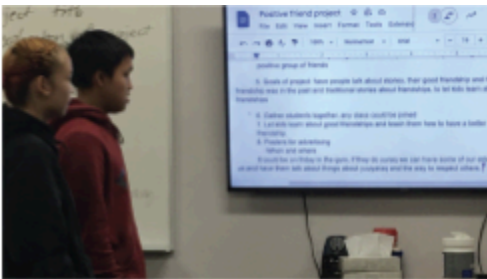
Bethel serves as the regional center for 50+ villages in the Yukon-Kuskokwim Delta. Food, fuel, transportation, medical care, and other services for the region are provided in Bethel.

50% of the jobs in Bethel are in government positions. The State-owned Bethel Airport is the regional transportation hub, and is served by several passenger airlines, cargo carriers, and numerous air taxi services. The Port of Bethel includes a small boat harbor, dry land storage, and up to 5000 feet of transient moorage on the seawall. River travel is the primary means of local transportation in the summer, and becomes a 150-mile-long ice road to surrounding villages in the winter.



## District Communities with School Sites

Atmautluak, Bethel, Chefnak, Eek, Goodnews Bay, Kasigluk, Kipnuk, Kongiganak, Kwethluk, Kwigillingok, Mekoryuk, Napakiak, Napaskiak, Metarvik, Nightmute, Nunapitchuk, Oscarville, Quinhagak, Toksook Bay, Tuntutuliak, Tununak.



Smart Boards are in most classrooms throughout the district.



Getting around the village on the boardwalk.



Basketball is extremely popular in LKSD schools and communities.



Amaqigciq Elementary and Chaputnguak High School in Chefnak.

## 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
- Superintendent or Assistant Superintendent experience is preferred, and competitive candidates will have at a minimum 3 years of principal or district-wide administrative experience.
- Experience in rural and remote Alaska is preferred.

### Desired Professional Background and Experience of Candidate

- Experience and willingness to be culturally responsive, especially with Alaska Native or other indigenous cultures.
- Experience in school finance, budget development, implementation and oversight.
- Demonstrated ability in the development of positive community relations
- Skilled in personnel management
- Multiple years of classroom teaching experience
- An approachable and effective communicator, both publicly and privately.
- The superintendent is visible in the schools and communities.
- Demonstrated experience and interest in education advocacy at the local, state, and national levels.
- Experience with leading education in a rural or remote school system.

### 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
- Values and engages in opportunities for innovative education delivery
- Strong communication skills with a wide variety of audiences to include, but not limited to, the Board, staff, families, communities, businesses, and non-profits.
- A willingness to travel to remote school sites in small bush aircraft.
- Supportive and respectful of traditional language and traditions.

# Superintendent Search Service

## Board Priorities for the Coming Year

- Continue the focus of the district through work on the four key measures of success as identified in the strategic plan: Academic Achievement, Attendance Rate, Graduation Rate, Yugtun and Cugtun Proficiency.
- Take action on legislative priorities.
- Site visits in district communities outside of Bethel.
- Make a plan to push back on federal and state unfunded mandates or mandates that do not work for LKSD.