

Superintendent Search Service

Denali Borough School District

Healy, Alaska

The seven-member Board of Education of the Denali Borough School District is conducting a search for its next Superintendent. The board is looking for a dynamic instructional leader with excellent interpersonal and communication skills, strong fiscal management skills, and an understanding of the district's active and engaged strategic plan. The new Superintendent is expected to begin work on July 1, 2026.



A salary range of \$135,000 to \$165,000 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 retirement for the Superintendent. 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: Working together to nurture, empower, and inspire today's student to positively shape tomorrow's world.



The Board is committed to a fair, open selection process for 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 certification 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 Denali Borough School District website at www.dbsd.org for more information about this unique Alaska school district.

Application

Deadline:

January 23, 2026

Timeline

Selection of Finalists:

February 3, 2026

Interviews with the Board:

March 5 & 6, 2026

Employment Begins:

July 1, 2026

School Board

Dawn Adams,
President

Kristen Randall,
Vice-President

Jenna Hamm,
Treasurer

Lauren Bruns

Tami Ohlund

Katie Griebe

Forest Shreeve

Superintendent Search Service

Denali Borough School District Profile

District Data

School Facilities: 3
 Students:
 154 brick and mortar
 930 Denali PEAK
 Administration: 8
 Certified Staff: 21
 6 more for Denali PEAK
 Instructional and
 Support Staff: 17

Pupil/Teacher Ratio:
 7:1 Brick and Mortar

Attendance Rate:
 98.93%

Budget

Current Budget:
 \$13,140,000

Revenue

Local: \$3,114,000
 State: \$8,964,000
 Grants: \$864,000
 Transportation: \$369,000

Expenditure Per Pupil:
 \$12,121.77

Average Teacher
 Salary:
 \$71,000

The Denali Borough was incorporated in 1990 and encompasses over 12,000 square miles (8.2 million acres). Located in the interior, it embodies the best of Alaska: extraordinary scenic and wild country, abundant wildlife, critical migratory bird habitats, the highest mountain on the continent (Denali at 20,310 feet), extensive and productive natural resources, a diverse economy, and 1,619 year-round residents (2020 Census). As the primary gateway communities to Denali National Park and Preserve, during the summer months, the population more than triples with seasonal workers supporting over 600,000 visitors.



The Denali Borough School District is located within the Denali Borough. The District has three K-12 brick-and-mortar schools: Anderson, Tri-Valley, and Cantwell. It also has a thriving correspondence program, Denali PEAK, that serves homeschool students across the state with PEAK offices in Wasilla and Anchorage.

The School District has an active strategic plan (2021-2026) developed by a Core Planning Team in Fall 2021, which refreshed the previous strategic plan developed in 2016-17, through a similar stakeholder-driven process. The outcome of the planning work has been the evolution and implementation of the Denali Learning Model with a student-focused design supported by four pillars: emphasis on authentic and complex work, student-led learning, influential character work, and use of an expedition curriculum structure.

In the 2022-23 school year, the district moved to the implementation phase for the four updated strategies:

1. We will use Denali Learning to achieve our mission.
2. We will engage with our community in order to achieve our mission.
3. We will engage students with current technology in order to achieve our mission.
4. We will provide authentic learning experiences for our students in order to achieve our mission.

Superintendent Search Service

Anderson, Alaska

The City of Anderson is the northernmost community in the Denali Borough at milepost (MP) 283 of the George Parks Highway. It is the only incorporated community in the Denali Borough and has about 275 residents who live within the developed portion of the city. Clear Space Force Station provides military missile warning and defense, and is an employer of many Anderson residents. Anderson is home to Anderson Riverside Park, a serene campground with river access to the Nenana River. There is a public-use airstrip located between Anderson and Clear. The Clear Sky Sportsman's Club hosts trap shoots and outdoor activities.



Healy, Alaska

The Denali Borough School District office is located in Healy, which is the largest community within the Denali Borough and is centered near MP 248 of the Parks Highway. Healy is home to roughly half of the Borough's population, with around 1,000 residents, a majority of the industry, and the location of Tri-Valley School. The Healy area is full of a variety of recreation opportunities, including boating, paddle sports, hiking, hunting, ATV trails, berry picking, bike riding, dog mushing, snow machining, skiing, horseback riding, community playground, golf course, and many commercial activities.

Cantwell, Alaska

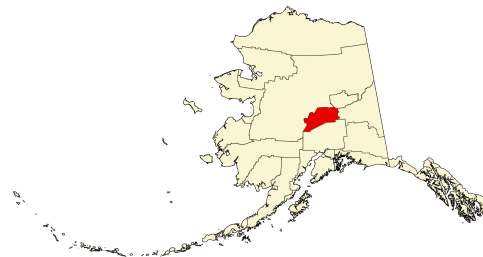
Located in the southern portion of the Denali Borough at MP 210 of the Parks Highway, Cantwell has roughly 200 residents and is home to the Native Village of Cantwell, a federally-recognized Indian Tribe government. With its connection to the Denali Highway, Cantwell offers tremendous recreational and subsistence opportunities. In winter, the wide-open tundra covered with deep snow makes this a winter wonderland, where skiers, snowmachiners, ice fishermen and dog mushers enjoy their activities. In warmer summer months, hikers, campers, packrafters, hunters, anglers, berry pickers, photographers, and ATV users adventure there.



Leadership Profile

Professional Experience Minimum Qualifications

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



Desired Professional Background and Experiences of Candidate

- Experience with school finance, fiscal planning, budget development, implementation, and oversight.
- Demonstrated ability for the development of positive community relations.
- An approachable and effective communicator, publicly and privately, who is skilled in personnel management.
- Experience with leading education in a rural or remote school system.

Desired Personal Characteristics of Candidate

- Approachable in demeanor and has an “open door” philosophy.
- Passionate about improving the educational experience for all students to succeed.
- Demonstrated ability to engage parents and communities in the educational process of their children.
- Evidence of working collaboratively with staff.

Priorities for the Upcoming Year

- Advance and continue on the current strategic planning process.
- Engage with local communities to support and strengthen brick-and-mortar schools.
- Build a strong working relationship with the business manager and the borough, while gaining a solid understanding of the district’s financials.
- Sustain and enhance the current correspondence program.