

Administrative Report

Highlighted Department Curriculum & Instruction Caitlin Santos

Culturally Responsive Instruction

- Curriculum Committee update: The Curriculum Committee met in early November for the Fall convening. Agenda items included an update from the Science Sub-committee work, and the development of a Math sub-committee for our upcoming math review. The science sub-committee is presently reviewing materials, and discussing our High School course rotation to make sure that we are best serving our students in terms of the sequencing of their science skills in the secondary grades.
- Repair, Rebuild, Revitalize project update: Work is well underway for the first of our RRR project courses. We are working closely with Marilyn Sigman to update and re-align our North Slope Science course. This is so exciting as Marilyn is one of the original authors for much of the existing curricular materials. As a reminder, once complete, we will have three component for this course; student-facing course materials, teacher facing course materials, and an asynchronous course so that students can complete a high quality North Slope Science course regardless of whether it is being taught in person at their site the semester they need it. Additional work is going into the course to ensure that all content and materials are updated, as well as adding media resources such as video interviews.

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District

- October inservice focus on CHAMPS and Culturally Responsive Instruction, with great guest speakers. Tricia Skyles from Safe and Civil Schools, as well as Mikakka Overstreet, both well known authors and presenters in their fields spent multiple hours in session with staff providing instruction and workshop time to dig in, and apply new learning to teachers' current classroom practice.
 - Reporting update: October and November are big months for state reporting. The Fall OASIS report has been submitted and certified. This is a complete accounting of all of our enrolled students and plays a large role in how state funding is allocated to our district. We have adopted an "audit as we go" stance within the data wing of C&I, and have been actively reaching out to school principals and secretaries to ensure we have all necessary paperwork for each enrolled student. Thank you to everyone who has helped us with this necessary compliance burden.
 - The district is also looking to engage with CORE Learning for additional student and teacher support for interventions this year. Title I funding and School Improvement grants are being utilized to ensure that we deliver the highest caliber of support that is aligned to student need and culturally responsive practices.
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Department Reports

Iñupiaq Education - Tenna Pili

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

- **Uqautiluṅa Iñupiatun Immersion Program Parent Potlucks:**
 - A consistent bi-weekly schedule has been established.
 - Upcoming Action: Draft a Parent Learning Plan for parents, dividing the focus between Iñupiaq language acquisition and early childhood education (Iñupiaq parenting and education methodologies focus).
 - Students took a field trip to KBRW to sing at the KBRW Drive-to-Thrive during the NSBSD segment. There was a lot of positive outcomes and call in's from community members, past ilisaurrit, parents and grandparents, and others that have direct ties to the district, past or present.
- **Utuqqanaat Engagement:** A group of Hopson Middle School students visited the senior center, performing four songs and introducing themselves in Iñupiaq. They performed for elders in both the assisted living and lobby areas. The elders expressed deep appreciation for the visit and are looking forward to future visits.
- **Iñupiaq Mentor-Apprentice Program:** In partnership with IHLC, we have submitted a proposal to utilize NPR-A federal grant funding to support a mentor-apprentice program. The focus for this proposal and program will be to build a curriculum to ensure sustainability of the program and implement the program with current language teaching staff who need direct support in increasing language fluency.
- **Iḷisaurriḡuqta Program:** We continue to partner with Iḷisaḡvik College, UAF, and ASCF in the Iḷisaurriḡuqta program. We are actively working on another recruitment push for the spring semester and hope to continue growing the program.
- **Nunaqqiurat Tumitchianit - Iñupiaq Education Sub-committee:** Director Pili is the Champion for this sub-committee and has set up recurring meetings with the partner organizations, which now includes Arctic Education Foundation. These have been fruitful conversations in planning and implementation of focused areas. The next subcommittee meeting is in December.
- **Upcoming events:**
 - **NS Elders & Youth Conference 2025:** IHLC will be hosting their annual regional Elders & Youth Conference in 2025. Dates and theme of the conference are TBD, but Director Pili will provide updates as details are finalized.
 - **Kipigniuqtit Iñupiuraallanikun Language Summit 2025:** Kipigniuqtit Iñupiuraallanikun is a non-affiliated grassroots organization that focuses on cross-regional Iñupiaq language growth, partnerships, and sustainability of the language acquisition efforts. They're planning to hold a language summit in Utqiaḡvik in 2025. Dates and theme of the conference are TBD, but Director Pili will provide updates as details are finalized.

Culturally Responsive Instruction

Goal 2: All students perform at or above grade level.

- **Iñupiaq Phonics Progression:** Next steps are being developed to support consistent progress in mapping out the Iñupiaq Language Phonics scope & sequence. We are currently

meeting regularly to keep the momentum going, which includes Iñupiaq Education department staff, Curriculum & Instruction staff, and the Immersion Teachers.

- **Iñupiaq Immersion Resources:** We have been working on creating more Iñupiaq language materials for Iñupiaq reading, writing, acquisition, and math literacy for use in the immersion classroom. This includes revamping and enhancing old materials and creating new ones. One immediate solution that we have found as we progress forward in creating materials, is working with Erin Hollingsworth (District Librarian) and Nancy Lumpkin (Literacy Interventionist at Ipalook), to choose books in English and get them translated by our language experts Iñupiatun so that we can enlarge our classroom libraries for immersion students to have more books to read Iñupiatun. As we continue to progress in this area, our plan is to ensure these books are available district-wide and for the public to access.
- **Iñupiaq Language Program Additions & Enhancements:** As we work to continue to build our Iñupiaq Language program, we have added new additions to the report cards for elementary students grades K-4. In alignment with the Iñupiaq Language Scope and Sequence we've collaborated with our ilisaurrit to create a chart that they can use to track students' mastery of Iñupiaq language components within each level of the Scope & Sequence and in turn use this for their grading and report cards. It also is a positive outcome for students to see updates and real-time achievements in their language classes. This included training for our ilisaurrit in the new system and integrations and a refresher on PowerTeacher in entering grades for the new additions to and newly formatted report cards.

Goal 3: All students are prepared for their pathway of choice post-high school.

- **Tumitchiat Sivunmun Plans:** We have been working with Jim Dube quite extensively to support the QLC intensives and programming that directly align with the development of students' Tumitchiat Sivunmun Plans and career exploration. This has had amazing results so far, and we are looking forward to supporting another round of intensives through the rest of the semester and into next semester as well.

Goal 4: Graduate bilingual students.

- **Iñupiaq Language Program Textbook:** We have been working over the past several years to build a student Iñupiaq Language program textbook for the language program. This is a comprehensive resource that is leveled and aligned with the Iñupiaq Language Scope & Sequence, and ilisaurrit use it to implement their curriculum and instruction with their students. The levels align with students' current status, goals, and progression.
- **Weekly Iḷitchiqpaktuat Reports:** Reports are created weekly and shared with staff via email and the community through KBRW. Work has begun on collecting students' voices highlighting their weekly achievements and insights on IVALU and language learning to include in the radio show.

Student Social & Emotional Wellbeing

Goal 5: Facilitate and maintain culturally, emotionally, and physically safe learning environments.

- **Kivgiq Planning Underway (Intersects with Staff Support & Professional Development):** We have been working as a team to plan for the upcoming Kivgiq 2025.

This has been a district-wide effort to ensure that we are keeping a safe learning environment for students on site at BHS and those that will be in attendance from any of our villages. Included in this plan include two major focus areas which include Facilities/M&O and Crisis Management preventive measures and most importantly developing a curriculum and instruction plan with several different options for project-based intensives for all students. This will include a few different cross-curriculum options for students attending in person and those that will still be at their respective schools. We are looking forward to articulating a plan and will work to collaborate with all site principals and provide supports leading up to Kivgiq and after Kivgiq.

- **Utuqqanaat Engagement cont'd:** Students' visit to the senior center supports intergenerational cultural connection and social and emotional wellbeing of students. The students were very excited to be singing with the elders, and had an opportunity to showcase their language learning and practice in person our Iñupiaq values of compassion and respect for elders. Simultaneously, the utuqqanaat were so happy and thankful to have the students there singing songs with them.

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District.

- **Iñuit Day & Native American Heritage Month:** We have been working on supporting principals, teachers, and staff by providing more information and resources that align with local, culturally relevant holidays, events, celebrations & ceremonies, and leaders that teachers can use in their lesson planning and implementation. This year, we did a huge push to support sites implementing Iñuit Day celebrations and events. We also have compiled a repository for Native American Heritage Month for teachers to use to gain information and perspective, as well as highlight throughout the month of November.
- **Continued Iļisaurrit Training:** Our department continues to hold regular training and professional development sessions lead by the department to support the areas of need that iļisaurrit have, district initiatives, and overall programming supports. This include strengthening our professional learning community: supporting teachers as we advance in putting structure and mechanisms in place for achieving bilingual graduates, and
- **ILT PLC Meetings:** Planned and facilitated meetings to strengthen professional learning communities.
- **Principal Discussions:** Director Pili has been maintaining the momentum from the Principals' retreat to continue consultation and support of all principals. From a department standpoint, we have been focusing on areas of support that intersect with site-based initiatives and the Iñupiaq Education Department as well as any key district goals.
- **Cultural Inservices:** We continue to help support site-based cultural inservice. Susan Hope has aligned her fine arts intensives around some of the cultural inservices so that she can also provide programming to teachers during this time. It has been a huge success, and we are thankful to have her continued support. So far, all sites have implemented their first round of cultural inservices, except for Nuiqsut (which is scheduled for January 6th), and we will continue to focus on planning and preparations for the second round of cultural inservices in the spring semester.
 - Upcoming Dates:
 - Nuiqsut Trapper: 1/6/25 & 3/13/25
 - Utqiagvik Schools: 2/17/25 (around Kivgiq)
 - Harold Kaveolook: 4/10/25

- Nunamiut & Tikigaq: 4/26/25
- Alak School: 5/3/25
- **Meade River already conducted both of theirs

Financial & Operational Stewardship

Goal 7: Standardize high-functioning, efficient, student-focused operations.

- **Department Workflow, Career Path, and Inventory Tracking:** We have been working to enhance our Iñupiaq Education Department functions by putting systems and mechanisms in place that tie directly to the district's strategic plan goals and objectives. Part of this includes putting mechanisms in place to streamline daily and weekly operation workflow, exploring career paths through internal and external training and development, and ensuring inventory tracking and processes are in place.
 - **Iñupiaq Fine Arts Program:** Materials inventory and tracking updated and in progress. This will help us review the inventory and purchasing data to project for future planning and implementation of the Iñupiaq Fine Arts program.
 - **Media Equipment:** Ongoing updates to ensure accurate tracking. This includes all of our equipment that will be used for departmental/district collections and student media productions intensives.
- **Materials Replenishment & Sewing Machines:** With Susan managing the Iñupiaq Fine Arts Program, we are able to do an extensive audit of our sewing machines district-wide and have found that most, if not all, have not been serviced and need repairs. We are working on a plan for ensuring this is done as well as finalizing quotes for the purchasing of more sewing machines to sustain the program. In addition to this, we are working on a replenishment order for the Iñupiaq Fine Arts program materials and resources for the spring semester of implementation. Susan plans to implement another round of intensives at all sites again in the spring.
- **IED Project Mapping:** Now that we have the adopted strategic plan in place, we are working on streamlining department goals and objectives and ensuring that the department-focused strategic plan objectives directly align with and are married to the department comprehensive plan objectives (this is for longer-term department planning to ensure we stay on track with short and long-term goals and objectives).
 - As we streamline departmental operations and workflow, we are building out our repository of department specific Standard Operating Procedures.
- **Ivalu Accounts and Tech Support:** We continue to pilot the new IVALU app across all sites. Students are thoroughly enjoying the new app. We continue to work through bug fixes and maintenance issues which is common in working with apps, but so far there have been positive outcomes. In addition to district usage, we continue to partner with Iḷisaḡvik and provide accounts for their Iñupiaq language students and any follow-up technical support.

Photos from some of this past month's initiatives:

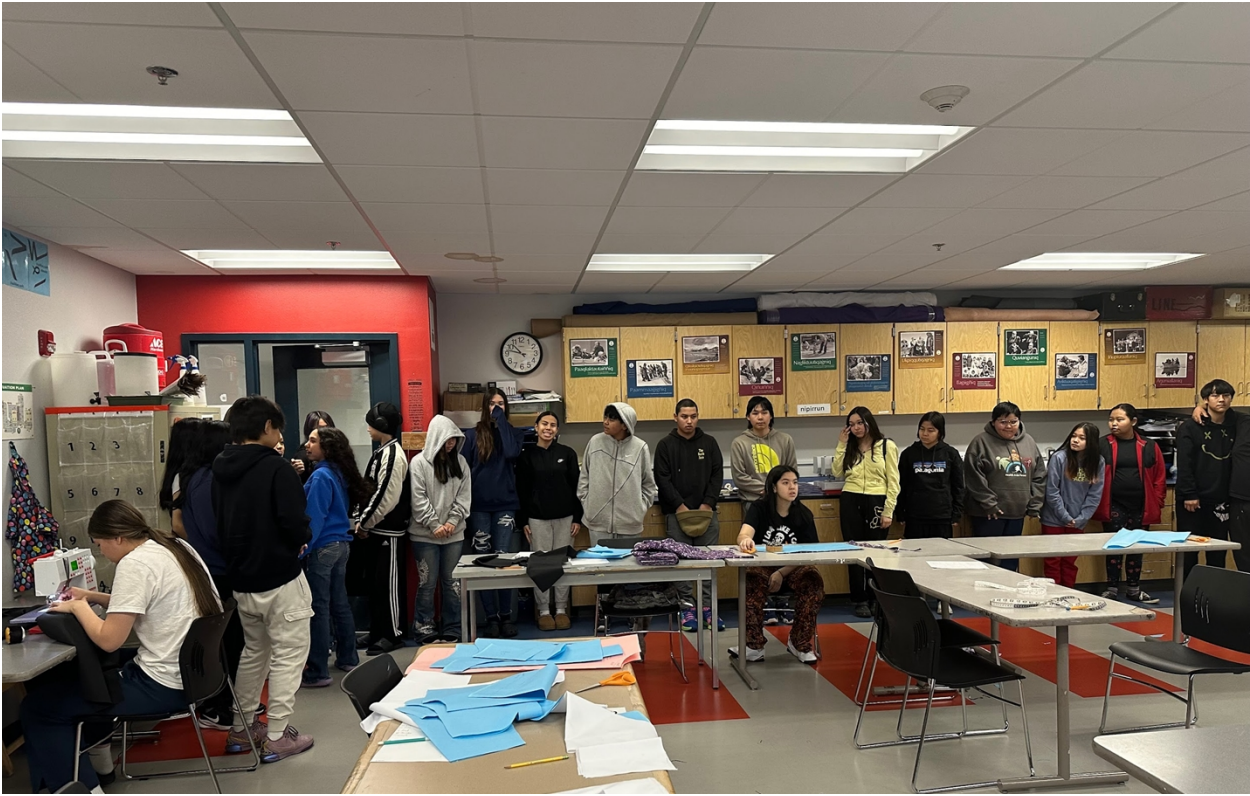
The chart is a large grid with 30 columns and 20 rows. The columns are labeled as follows:

- Column 1: Iḷisaqtuat
- Column 2: Common Questions L1
- Column 3: Common Commands L1
- Column 4: Common House Commands L1
- Column 5: Common Questions L2
- Column 6: Common Commands L2
- Column 7: Common House Commands L2
- Column 8: Common Questions L3
- Column 9: Common Commands L3
- Column 10: Common House Commands L3
- Column 11: Ivalu unit Animal Names
- Column 12: Ivalu unit Body Parts L1
- Column 13: Common Questions L4
- Column 14: Common Commands L4
- Column 15: Common House Commands L4
- Column 16: Ivalu unit Night 1
- Column 17: Ivalu unit Body Parts L2
- Column 18: Common Questions L5
- Column 19: Common Commands L5
- Column 20: Common House Commands L5
- Column 21: Ivalu unit ASLA SS#1
- Column 22: Ivalu unit ASLA SS#2
- Column 23: Ivalu unit ASLA SS#4A

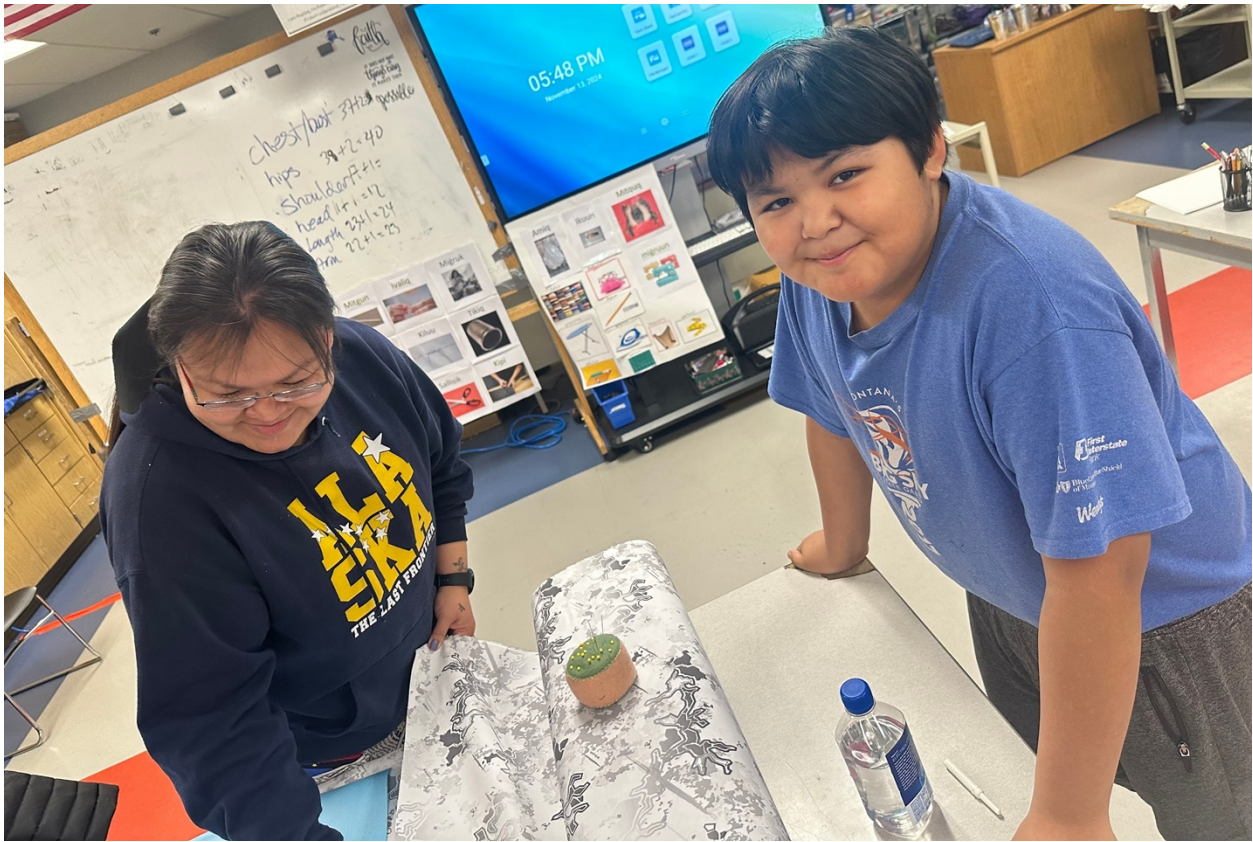
The grid is color-coded by column: Column 1 is white, columns 2-4 are pink, columns 5-7 are purple, columns 8-10 are teal, column 11 is light blue, column 12 is light blue, columns 13-15 are yellow, column 16 is light orange, column 17 is light orange, columns 18-20 are orange, column 21 is orange, column 22 is orange, and column 23 is orange.

A ruler is placed at the bottom of the chart, showing measurements in inches and centimeters.

Leveled tracking sheet co-created with ilisaurrit that aligns with Inupiaq Language program scope & sequence.































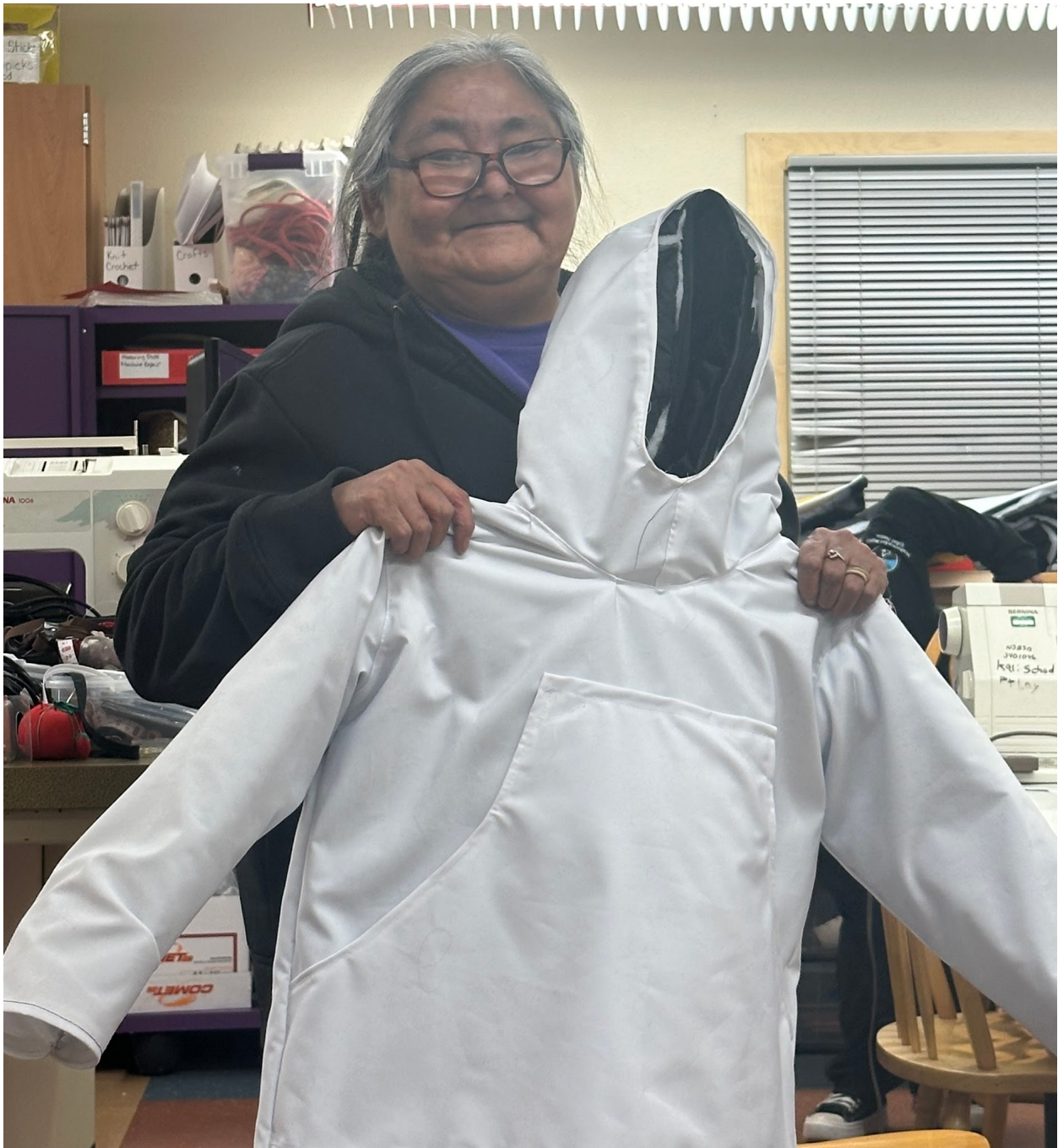














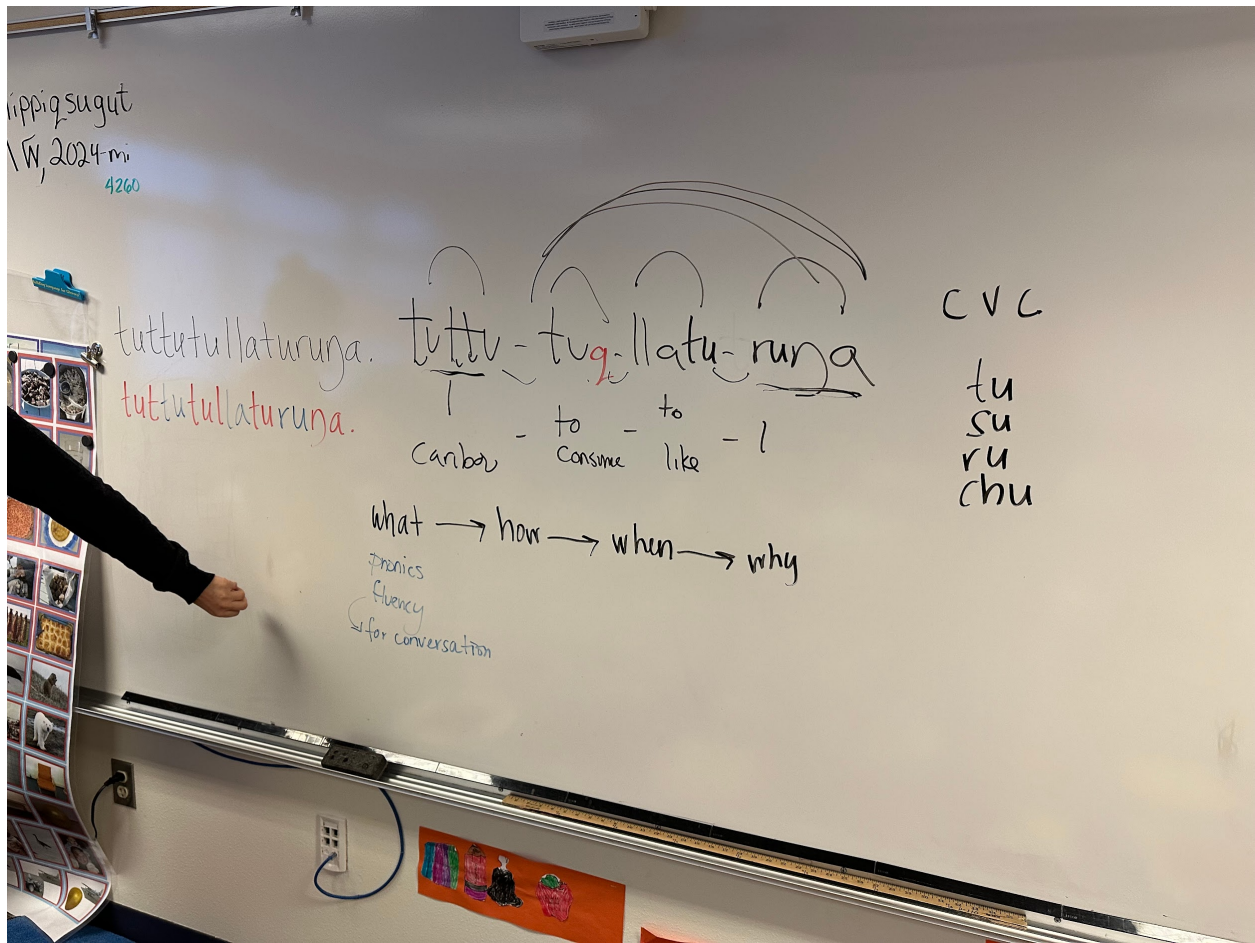








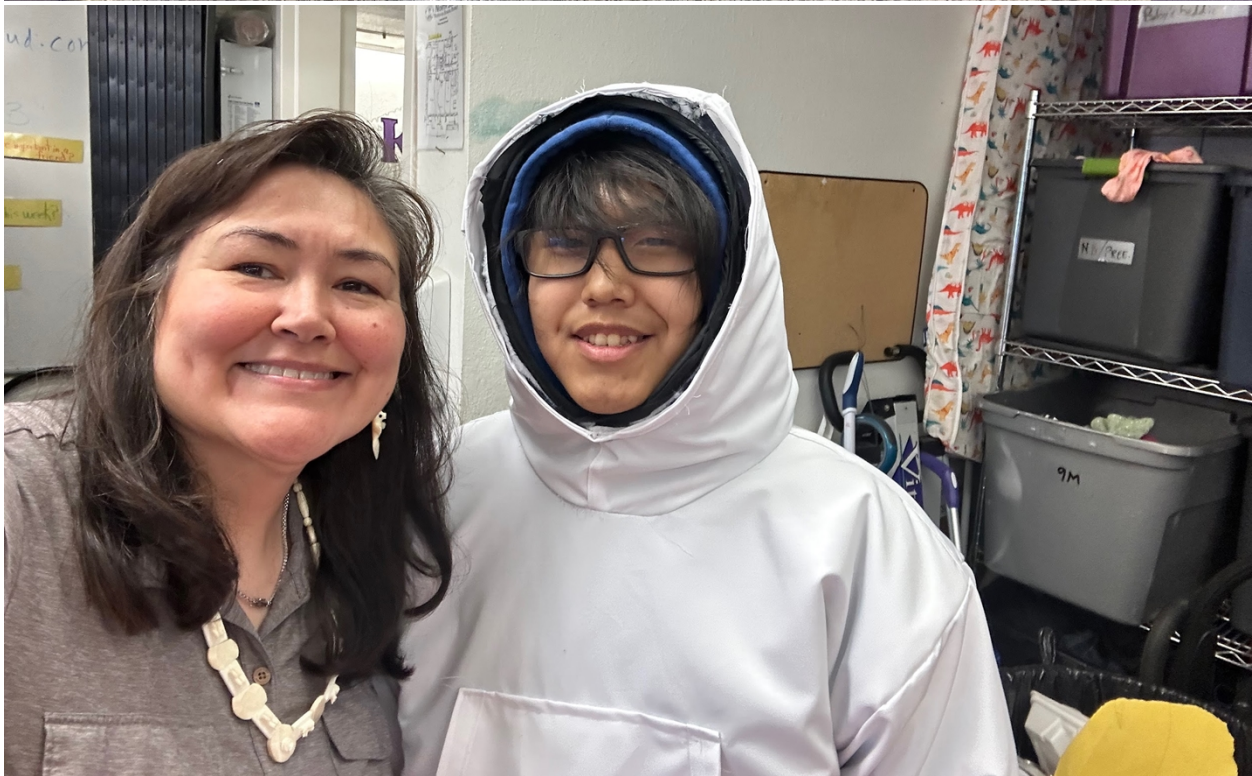




















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maktagmik

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- pisuaq
- aqpat
- nigi
- piuraaq
- siñik

ga = my
ga = my

qagqulaamikruna
miguagtuun
ayuktamik
nipirrun
aquppi
atchaga
agaaluk
sunauna?
gallun
atautchikun

tugut - rugut mik
tuna = I am
tug, rug = he, she, it is
guk, guk = want to
ñiaq = will
pin, viñ = you

October 2024

Don't Give Up

Actual

Actual







Student Services - Michael Hautala

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District.

November 2024

I would like to recognize Mr. Scott Mentel for his service to the district. Scott is in his first year with NSBSD working as a Secondary Special Education teacher at Alak School. Scott has been working hard to establish connections with students and has been diligent in completing his paperwork correctly and in a timely manner. I would like to say thank you for all your hard work.

To be better equipped to bring quality professional development from within our ranks we recently held training by the Crisis Prevention Institute in Verbal Intervention Training and Non-Violent Crisis Intervention. The goal is to develop the capacity to train our own staff.

Trends still indicate increasing student numbers in Special Education, and we are forecasting a diminishing pool of qualified applicants to fill future positions. We would like to share some good news; Hopson Middle School special education is now fully staffed, and we are close to onboarding additional SPED staff at Nuiqsut. I am pleased to report that the Itinerant SERRC teacher at Anaktuvuk Pass the board approved has been doing a good job and is making a difference at that school. Principal Granatir and I interviewed a candidate for the open counselor position at Kali school that we are excited about.

We are continuing our work with Human Resources to look at salary structures for classified staff to compete with the local area offerings. Also, we are looking at what changes may be necessary in the areas of compensation, housing, bonuses, and other benefits to increase the North Slopes marketability to future hiring.

Student Social & Emotional Wellbeing

Goal 5: Facilitate & maintain culturally, emotionally, and physically safe learning Environment.

Counseling

Counseling has been working to utilize the Guidance Programming, which includes 2nd Step Lessons, Bully Prevention, PBIS and AKCIS. Counselors have begun their biannual transcript audits and are developing Spring semester master schedule updates. Our goal is to have all student schedules completed by Friday, December 6.

Ilisagvik College Dual Credit course listings have been disseminated with the counselors and the Utqiagvik principal cohort to foster a stronger bond with the college and provide more advanced offerings for students. Counselors take part (as available) in weekly check-ins featuring guest speakers from Alaska post-secondary institutions, NSBSD initiatives, and other NSBSD departments.

Social Emotional

The Student Services Department has continued to support students and families over the last month, providing referrals to services and clinical support. This month, we have worked closely with the North Slope Borough Health Department to finalize the social-emotional room at Hopson Middle School. The Student Services Department will use this space to facilitate groups, meet with students, and provide a place to learn healthy skills.

The Student Services Department worked with North Slope Borough and ICAS to provide the community with a Family Night Activity for Halloween. We had a successful turnout of more than 150 people. It was great to see the students and families engage in the event. We are currently working on planning the next couple of months of family nights and activities for students.

The Student Services Department and Ipalook Elementary worked with the Arctic Slope Native Association Dental Department, North Slope Borough Health Department, and Search and Rescue to provide prevention services on dental health, water safety, vaping prevention, and bullying prevention to the students at Ipalook Elementary.

This month, bullying prevention with a guest speaker was completed in the last village. The Student Services Department is working to get approval to contract with Joy Huntington. The Student Services Department and Joy Huntington will be traveling to each village to work with students to teach coping skills and journaling and provide bullying prevention. The plan is for travel to begin in January 2025.

Qatqiññaigvik / Career & Technical Education - Jim Dube

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

Culturally Responsive Instruction

Goal 3: All students are prepared for their pathway of choice post-high school

This month I would like to provide the board with an update on the OJT program. “On the Job Training” falls under the larger umbrella of work-based learning programs. Other examples of work based learning include paid or non-paid internships, job shadowing, and apprenticeships. OJT is meant to provide students with an opportunity to gain real-world knowledge and experience in a career field of interest while also learning about and improving employability skills.

The program consists of a classroom component that includes career and interest surveys, completing a resume, learning how to complete a job application, how to prepare for and conduct yourself in an interview, pre/post interview etiquette, and basic employability skills. When the classroom components are finished, students will ideally obtain an interesting job in which they will continue their education. The school’s OJT coordinator will work with the employer on a training plan that outlines the skills the student will learn over the course of the school year. Students are asked to submit a work reflection journal at regular intervals, and employers are asked to provide regular feedback on the student’s performance on the job.

There are two aspects of the program that are different this year that are worth nothing. First, students can work a broad array of jobs with the exception of teacher aide and student aide positions; those positions were previously allowable. This is due to FERPA and other concerns. Second, we are working in partnership with the Borough to expand and enhance opportunities for students. OJT students can apply for work with the Borough’s Human Resources department, and the local coordinator’s office will work to find placements that match the student’s interest. By applying through the Borough, students are able to earn a higher wage and work more hours than the District can offer, and they can create a relationship with the Borough that may lead to future employment opportunities after high school. This partnership is a true win-win.

Human Resources - Loretta Ebnet

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

We have rekindled and are fostering our relationship with Gustavus Adolphus College, three students arrived October 31st. Two students are being mentored at BHS and one at Ipalook. We are honored that we have been selected to host these three of Gustavus’ student teachers, who our District teachers will mentor, and that we can open the door for student teachers from Southeast Alaska.

Efforts continue to be underway with the University of Southeast Alaska and the University of Fairbanks Alaska by partnering in their student teaching programs. These partnerships are crucial to our District as they allow these teachers to return to our community to teach our students.

We have recently engaged with the North Slope Borough's ETP Program. This partnership benefits both organizations. It will be cost-effective for the District since the Borough will compensate for the salary. In return, the district will provide the individuals with some training and skill set to assist them in the workforce. Further, this would significantly benefit the community as it can increase employment opportunities for the people on the slope. There have been a handful of candidates however offers of employment have been declined.

Assistant Superintendent Mulvenon hosted Director Ebnet and Coordinator San Nicolas on air to introduce the Human Resources team to the community. Weekly updates for the radio show will highlight the district's job opportunities.

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District

We are dedicated to searching for and hiring only those candidates who can assist in moving forward with the district's mission and vision. Therefore, we have put a more thorough interview process in place to ensure we have the right individuals to foster and teach our students. We have filled all Principal/Assistant Principal positions with the assistance of the Administration and community members from the respective village sites, except for Anaktuvuk Pass, and have 46 new teachers.

The HR Director is actively refining the recruitment process to address staffing shortages and ensure job requirements for open positions are clear and precise. Ongoing efforts include streamlining and updating Applicant Tracking System (ATS) data to accurately reflect current hiring needs; and working towards efforts to utilize current accounting software to streamline certified contract processes. The ATS system includes onboarding features that streamline new hire support and efficiently manage digital paperwork. We plan to start utilizing this functionality to enhance our onboarding process. To prioritize recruitment and enhance collaboration, weekly departmental recruitment update meetings commenced on November 14, 2024, fostering clear communication and coordinated efforts. Interviews for additional HR staff are underway, with a job offer pending candidate acceptance. A job description for a temporary Recruiting Specialist position has been finalized and is awaiting approval for posting. To accelerate recruitment efforts, HR has engaged a consultant to provide dedicated support and expertise.

A comprehensive recruitment campaign is in development, utilizing multiple job boards, social media and collaborating with recruitment agencies in the U.S. and Canada. The campaign focuses on identifying educators with Inupiaq cultural awareness and/or language skills, including potential candidates from Canada and Greenland. Two Canadian recruiting agencies have been selected, and contract reviews are underway.

Debby Edwardson, Communications contractor and Director Ebnet have collaborated on creating recruitment and new-hire materials. Additionally, the HR consultant and HR team are identifying the top three education career fairs to attend in early spring, and are reviewing the department's recruiting and hiring processes to help finalize a comprehensive Standard Operating Procedure (SOP).

Director Ebnet and Superintendent Vadiveloo are proposing changes to the recruitment process to expedite securing candidates for FY26. The revised process would allow contracts to be offered immediately following interviews, contingent upon successful reference checks, background checks, and subsequent Board approval. This streamlined approach enables on-the-spot contract offers during career fairs, allowing candidates to receive contingent job offers immediately after interviews, significantly enhancing recruitment efficiency.

November 2024

To support these efforts, Director Ebnet has completed training on the Tyler accounting software to fully utilize its contracts functionality. This functionality will enable the HR department to streamline the contract issuance process, ensuring faster, more efficient operations and alignment with the proposed recruitment changes. By leveraging Tyler's capabilities, HR aims to eliminate administrative delays and improve the overall candidate experience.

One H1B employee arrived in Wainwright on November 4, 2024. The HR team met with the H1B recruiting team to review the recruiting process and gain confirmation of the ability to hire teachers that can rotate up to 10 different sites as needed. Additional candidates for review have been requested.

The Vector Learning Management platform, which has been available but underutilized, has been reactivated to support compliance training, including personal boundaries, anti-harassment, and sexual harassment modules, among others. The LMS will also assist with new hire onboarding support and digital paperwork management. Training assignments for all staff are underway, with the launch scheduled for the week of November 18, 2024.

The HR Department has established comprehensive Title IX protocols, clearly defining key roles and responsibilities within the organization. Title IX training has been assigned to appropriate personnel to ensure compliance and awareness.

The Fall Classified Staff Accounting Report has been completed and submitted as required.

Collaboration with benefits broker Marsh McLennan continues to finalize the benefits guide for new hires. Additionally, the HR team is preparing an overview of the comprehensive total rewards package to enhance the employee value proposition. This effort aims to streamline December's open enrollment process and improve the district's ability to attract talent.

The HR Department is actively fostering stronger relationships across District departments by providing comprehensive support in all HR-related areas, contributing to greater organizational cohesion and efficiency.

Information Technology - Reginald Santos

Financial & Operational Stewardship

Goal 7: Standardize high-functioning, efficient, student-focused operations.

Utqiagvik Data Center Core Server Upgrades – Project Update (November)

The IT department is pleased to announce significant progress on the North Slope Borough School District's (NSBSD) core server upgrade project. These servers are essential for district-wide services, including Tyler ERP, Active Directory Authentication, Cisco VoIP, and Single Sign-On (SSO) authentications. With the existing servers no longer meeting industry standards, this upgrade ensures the district's operational reliability and positions us to modernize critical systems. The new servers have been delivered and are currently being prepared for deployment. Installation and configuration are underway, and the project is on track to be completed before the end of this month. This timeline allows the district to realize the benefits of improved service efficiency, enhanced capacity, and increased reliability as we approach the new year.

We extend our gratitude to the NSBSD MAO and the North Slope Borough CIPM department for their expertise and ongoing collaboration. Their support has been instrumental in securing the necessary funding and ensuring the project's success.

Business Office - Megan Williams

Financial & Operational Stewardship

Goal 7: Standardize high-functioning, efficient, student-focused operations

The rollout of Clover credit card payment terminals is currently underway, with terminals now available for use at all school sites. This initiative aims to streamline payment processes and enhance service efficiency for our stakeholders.

A comprehensive review of standard operating processes and procedures is ongoing, in alignment with our strategic plan. This review focuses on identifying areas for optimization to ensure consistent and efficient practices across the District.

We are currently examining the FY25 budgeted expenditures and encumbrances as part of the mid-year budget revision process. This analysis will help identify necessary adjustments to align with actual financial performance and identified needs.

A meeting has been scheduled in early December with Superintendent Vadiveloo, Dennis Niedermeyer, and myself to review and discuss preliminary budget estimates for FY26. The goal is to finalize these estimates and submit them to the Board before the end of December, ensuring timely consideration and approval.

The grant and payroll quarterly reports for the 1st quarter of the fiscal year have been successfully submitted. This submission ensures compliance with reporting requirements and provides a clear financial snapshot for the initial period of the fiscal year.

Maintenance & Operations - Blake Mikesell

Financial & Operational Stewardship

Goal 7: Standardize high-functioning, efficient, student-focused operations

Domain action area: Safe, modern, high performing facilities

CURRENT PROJECTS/PROCUREMENT

ALAK SCHOOL

- Alak School Renovation & Upgrades -Design ongoing; community meetings to commence in February or March 2025.
- Bleachers Procurement – delivered. Installation begins 10/19/24. UPDATE: Bleachers installed and awaiting electrical installation portion.
- HVAC System - HVAC testing and balancing; report received. Will balance during CIPM heating project.
- Roof Systems (Teacher 5 plex units) - Awaiting BCA to provide proposals for initial design services including site visit and reporting. NSB waiting for a proposal.
- Surveillance System Upgrade – Completed
- Vape sensors being installed 10/19/24

BARROW HIGH SCHOOL

- Project Analysis Report Barrow High School-Project to resume- Note: this project is to provide information on the status of BHS; in previous years there have been conversations about whether repairing the building (Voc-Ed wing) would cost more than building a new high school.

November 2024

UPDATE: RSA and Army Corp. of Engineers will provide new analysis including newer mechanicals being installed by UIC.

- Mechanical System upgrade- Substantial completion.
- Gym Floor- Installed and completed
- Video Surveillance System Upgrade- Completed
- Cafeteria Tables Procurement- Delivered and installed.
- BHS Phase I Renovation & Upgrades-(Pool) in warranty period. Project complete, warranty issues still exist. Repairs in progress will be on site Feb. 9th – TBD.

UPDATE: M&O and CIP are in discussions with manufacturer, designer, architects, and installers and remedies for the pool. Will update the Board when remedies are agreed upon. Engineers were on-site to assess.

EBEN HOPSON MIDDLE SCHOOL

- Bleachers Procurement- On site Wall completed for fixed installation. Installation to commence October 28th, 2024. UPDATE: Bleachers installed.
- Cafeteria Tables Procurement- Completed and installed.
- Gym Sound System -Completed and installed.

FRED IPALOOK ELEMENTARY SCHOOL

- Lift Station Replacement- Work completed Jan. 2024.
- HVAC System Upgrades- BCA conducted site visit 01/23/24.
- Cafeteria Tables Procurement- Completed and installed
- Gym Sound System- Completed.

HAROLD KAVEOLOO SCHOOL

- New School- Pylons are complete and in-ground. Flooring and walls have continued. Roofing being installed.
- Interim School Lockers Procurement- Procurement in progress with Sourcewell and CIPM.

KALI SCHOOL

- Bleachers- Procurement in progress. Will update with progress.
- Generator Replacement- Project will be placed for bid. Will assess others after RSA Assessment.
- Surveillance System Upgrade-Completed

MEADE RIVER SCHOOL

- Playground Upgrade- NSB CIPM will put out for bid. Transportation costs have been high for this project. CIPM and M&O are trying to source other avenues for delivery. Civil and materials and installation were not included in the original estimate for materials only, this

will be included in the bid as well. UPDATE: Project will commence in Spring of 2025 if bids come back favorable.

- FFE Furniture-Has been sent to Storey-Kenworthy for updated pricing and purchase through
- Sourcewell. UPDATE: Furniture is in process and waiting on PO from CIPM. 7-8 week delivery time. Installation will be provided.

NUIQSUT TRAPPER SCHOOL

- Security System Upgrades- Request to install 6 additional cameras w/ associated equipment and relocation of one existing camera. Change order to be processed.
- HVAC System upgrade at 5Plex- Awaiting proposal for design services.
- Lockers Procurement- Procurement in progress. Bidding through Sourcewell.
- Cafeteria Tables Procurement- NSBSD to provide more info to NSB CIP.
- Boiler Replacement- *Funded by NVB*. UPDATE: Boilers have arrived. M&O is coordinating with NVB for installation commencing on October 28th.

NUNAMIUT SCHOOL

- Lockers Procurement- Procurement in progress with Sourcewell. Design approved by site.

TIKIGAQ SCHOOL

- Kitchen Remodel- NSB CIPM waiting for proposals. UPDATE: Tikigaq Corporation working with CIPM for a summer renovation schedule.
- Security “Funnel” and door alarms- Completed and installed
- Vape sensors installed

DISTRICTWIDE

- Fire Alarm and System Upgrades & Standardization- Completed
- AFS to install cellular backups to all fire panels to prevent being offline- Current list includes all sites except Kaktovik, QLC, M&O & HMS.
- PA & Clock System Upgrades and Standardization – NSB putting out for bid with security project.
- RSA audit received. 10-year plan created.
- Vehicle Procurement- Vehicles began arriving 4/15/24. 90% completed. Others to be brought on ice road.
- HVAC, Heating, Mechanical System Upgrades: CIPM placing all level 1 items from 10-year plan out for bid.
- Video Surveillance, Access Control System, camera upgrades, security funnel, and door detex alarms, - End of life for P2000 video surveillance, and access control software – support no longer available effective July 1st. UPDATE: CIPM working on task order for district wide replacement/ addition. Will be placed out for bid and will need to be done in phases due to costs and scope.
- Vape sensor installations began 10/11/24 and will continue until all sites are completed districtwide. UPDATE: ALL SCHOOLS COMPLETED AS OF 11/16/2024.

EMERGENCY MANAGEMENT

- Emergency Management Coordinator, Ty Cunningham, has been travelling to all sites to assist with emergency drills, emergency training, and CPR/AED training for all personnel, including Borough employees.

NSBSD **SCHOOL** GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 11/01/2024

SCHOOL BHS HMS IPK KLC AIN AKP ATQ KAK NUI PIZ PHO

MASS COMMO											
CAMERAS											
FIRE ALARM											
GENERATOR											
VAPE DETECTOR											
ACCESS CONTROL											
KEY CONTROL											
AED	4	3	3	1	1	1	1	2	2	2	4
CMP POSTED											
EVAC PLANS											
CRISIS ANN TRNG	Dec 17-18	Dec 12-13	Dec 10-11	16-Dec		Nov 4-8					Nov 11-15
GO-KITS/Blanket											
RADIO 2-WAY											
1st AID TRNG	3	2	27	Dec 9-19	2	Nov 4-8	4	9	8	3	Nov 11-15
CPR TRNG	3	2	27	Dec 9-19	2	Nov 4-8	4	9	8	3	Nov 11-15
AED TRNG	3	2	27	Dec 9-19	2	Nov 4-8	4	9	8	3	Nov 11-15

Matrix Status Legend





- All Operational =
- Not All Operational =
- Non-Operational/None Existent =
- MAO Completed =
- Yellow Box = Proposal Work Order Received
- Orange Box = Date of Training
- Blue Box = PO for Product/Items being sent.
- Green Box = In progress
- Gray Box = Authorized Procurement

NSBSD OFFICES GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 11/01/2024

SCHOOL CO STU SRV C&I INU ED QLC/CTE BIZ OFC HR M&O IT FOOD TRANS CO2

MASS COMMO	Phone	Phone	Phone	Phone	Phone	Phone	Phone	Phone	Phone	Phone	Phone	Phone	Phone
CAMERAS	+	+	+	+	+	+	+	+	+	+	+	+	CCTV
FIRE ALARM	+	+	+	+	+	+	+	+	+	+	+	+	
GENERATOR	+	+	+	+	+	+	+	+	+	+	+	+	
ACCESS CONTROL	+	+	+	+	+	+	KEYPAD	+	+	+	+	+	
KEY CONTROL	+	+	+	+	+	+	+	+	+	+	+	+	
AED	+	1	1-CO2	1-CO2	1-CO2	+	1	1-CO2	1-CO	+	1	+	2
CMP POSTED	+	+	+	+	+	+	+	+	+	+	+	+	
FIRE EVAC SIG/MAP													
CRISIS RESP TRNG	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10	DEC 19 9-10
LAID/CPR/AED TRN	+	3	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK	Oct @ IPK

Matrix Status Legend

- All Operational = 
 Not All Operational = 
 Non-Operational/None Existent = 
 MAO Completed = 
 Yellow Box = Proposal Work Order Received
 Orange Box = Date of Training, if they sign up (College Instructor)/per Bertrand Britt
 Light Blue = Projected training date/time (location unknown)
 Blue Box = PO for Product/Items being sent.
 Green Box = In progress
 Gray Box = Authorized Procurement
 Purple = Needs Confirmation

STAFF SUPPORT AND PROFESSIONAL DEVELOPMENT

All Plant Managers will be attending classes by Iļisagvik at their sites regarding Hazardous materials, Environmental Issues, and Tank (fuel, glycol, oil) training. NSBSD is partnering with the NSB Environmental Department and Fuel Department on training and EPA items.

Student Activities - Steve Zanazzo

Volleyball: BHS hosted a 6-team Whaler Invite on Halloween weekend. Mountain City, Nome, Juneau, Seward, Barrow varsity and JV all played in the 3-day event. Seward came out on top by beating the Whaler varsity in the championship.

BHS went to Kotzebue the following weekend for the Western Conference Regional Tournament in November. They were the #1 seed going in and came out on top of Bethel and Kotzebue to win the Conference Championship for the 3rd straight year. Aiga Unutoa and Ahmela McFadden were named to the All-Conference Team.

BHS went on to represent us at the ASAA State Championship this past weekend. They fell to Seward in a dramatic rematch 3 games to 2. The next day the Whalers lost to eventual state champion Nikiski Bulldogs ending their season. Aiga Unutoa was named to the All-State Tournament Team.

Mixed-6 Volleyball: All 7 villages have been playing since early October and have played a lot of volleyball matches this season! There is still one big weekend left, with all the schools culminating in Point Lay for the regional tournament this weekend hosted by Kali.

Matches will be streamed and Bob Thomas will be there to broadcast all the matches over the 2-day tournament on November 21-22.

The link for the stream will be posted on the North Slope Activities - NSBSD Facebook page.

<https://www.facebook.com/people/North-Slope-Activities-NSBSD>

Wrestling: The Whaler Wrestling team is growing each week. Now that volleyball is over, some of the girls will join this week putting the team at nearly 30 members. BHS hosted the annual Bob Harcharek Tournament in November with Colony, Redington, SWDP and Tok making their way up north. This was the first tournament without Bob, who passed away this year. Bob's son, Nagruk came up from Anchorage to honor his late father by officiating the tournament.

Barrow will head to Kotzebue in December for the regional tournament and to Anchorage the following weekend for State.