

THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive
King Salmon, AK 99613
907-246-4280

1617 S Industrial Way #1
Palmer, AK 99645
907-745-7090



Date: March 7, 2024
To: LPSD School Board Members
From: Bill Cornell- Director of Personnel
Re: March Personnel Report

2024 Teacher Retention and Recruitment Convening

I attended the 2024 Teacher Retention and Recruitment Convening in Anchorage on February 29. Those in attendance included the majority of the HR Directors in the state, Superintendents, and DEED officials. The goal of the conference was to provide space to discuss challenges and potential solutions to the educator shortage state-wide and nationally. Although LPSD faces many of same challenges as other districts on the state, we are also a team of creative problem solvers who have put a number of programs in place over the years... University partnerships, the Tutoring Program, student teaching opportunities, longevity incentives, and the Masters in Education program to name a few... that have, and will continue to allow us to overcome recruitment and retention challenges. Thank you to everyone who makes LPSD an attractive, welcoming district to work in!

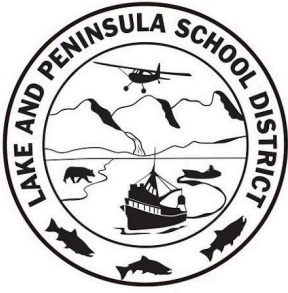
University Partnership Visit

Dr. Amy Shema, with the State University of New York (SUNY) Brockport campus, will be visiting Meshik School on March 18-20, and Newhalen School March 20-22. Dr. Shema will be taking on supervision of SUNY student teachers placed in LPSD for the Spring of 2025. The hope is that Dr. Shema's visit to LPSD will be an opportunity for her to see a couple of our schools, get a sense of student teacher placements, and strengthen partnerships.

2024-2025 Draft School Calendar

Principals and Head Teachers are currently in the process of sharing the Draft 2024-2025 School Calendar with LSACs. The draft calendar has also been shared with the LPSD Student Government. Folks can still provide feedback on the calendar [through this Google Form](#), by contacting local principals and head teachers, or reaching out directly to me. Site calendars will be submitted to the School Board for final approval at the April meeting, and then will be submitted to the State.

Chignik Bay • Chignik Lagoon • Egegik • Igiugig • Ivanof Bay • Kokhanok • Levelock • Newhalen
Nondalton • Chignik Lake • Perryville • Pilot Point • Port Alsworth • Port Heiden • Pedro Bay



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Staff Appreciation

I wanted to recognize Elba and Gary Lamar, Steve Byers, and Leah Talley for their service to LPSD, and will be resigning at the end of their current contracts.

Exit Surveys

I will be conducting exit surveys (both over the phone and as a Google Form/survey) of all exiting staff, in order to gain understanding and gain insight into potential ways to improve.

RECRUITMENT

- We are currently fully staffed for the spring semester. We are fortunate to have the excellent educators we do have in place!
- Looking forward to the 2024-2025 school year, we have been able to hire quality educators for a number of positions (8 total as I write this). Most of these hires are current teachers, student teachers, tutors, or were recommended by current staff.
- The Alaska Teacher and Personnel Job Fair was on March 1. Although we attended, we did not offer contracts to any candidates; there were very few (roughly 30), and even fewer that were potential fits for our district. For comparison, there were a few hundred at the job fair when I was hired by LPSD in 2006, and I've been told by more veteran educators that there were over 1,000 in attendance in the late 90s. A clear indication of the teacher shortage in Alaska!
- I am planning to travel to Pennsylvania the week of March 18 to recruit at the Pittsburg Education Recruitment Consortium (PERC) job fair, as well as with Commonwealth University and Kutztown University partners. My trip to visit university partners in the fall was productive, and I am hopeful this trip will only strengthen partnerships.
- The following FY25 Certified positions are posted to LPSD's website, as well as Alaska Teachers and Personnel's website.
 - Chignik Lake School- Elementary Teacher
 - Igiugig- Secondary Generalist Teacher
 - Kokhanok- SPED Teacher
 - Kokhanok- Upper Elementary/Secondary Generalist
 - Newhalen- Upper Elementary/Middle Level Generalist Teacher
 - Newhalen- Secondary Generalist Teacher- Math Focus

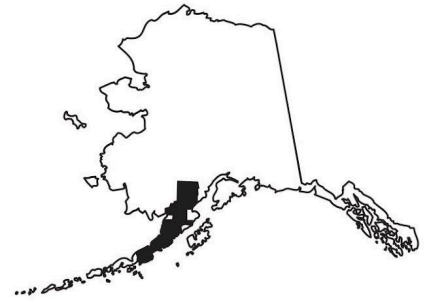
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Contract Adjustments:

- FY24 and FY25 contracts, contract adjustments, and salary schedule movement are outlined on the Personnel Approval List.

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