

Administrative Report

Department Reports

Curriculum & Instruction - Caitlin Santos

Culturally Responsive Instruction

- After School tutoring will be starting up in the next month, more information about specifics by building will be provided directly from your school. After School tutoring is primarily funded through our Indian Education Formula Grant and focuses on foundation skills, enrichment, and homework help.
- We will be starting Amplify high-dose tutoring during school hours in the next month as well, prioritizing sites that have yet to hire a full-time interventionist, and then by student need. Students in grades K-5 will receive three 30-minute sessions per week, provided by fully trained reading tutors, in small groups over Zoom. This opportunity is funded through our new CLSD grant through the State of Alaska.
- The Beginning Of the Year Assessment window opened Week of September 2. Students will take the mClass early literacy assessment in grades K-3, and the MAPGrowth Assessment in grades 2-12. Results will help teachers fine tune instruction as we move through the year.
- AKSTAR assessment results are now available for distribution. Individual score reports will be sent home with all students who took the assessment in the Spring, memo with overview is attached.

Staff Support & Professional Development

- New Hire inservice took place in early August, providing an opportunity to onboard our newest teachers. Much of the sessions were devoted to nuts-and-bolts onboarding and programmatic training, however we flowed directly into a more hand-on approach with all hire.
- All Hire Inservice took place in early August, with 2 days filled with hand-on sessions touching every section of the district pedagogy. We received overwhelmingly positive feedback from teachers, and it was great to have teaching staff co-facilitating or leading many of the sessions. We also had the opportunity to highlight staff that had been with the district for more than 5 and 10 years.
- We have scheduled 2 Saturday Outside Contract Days to ensure that we have enough time to provide necessary training for staff success. We had good attendance at the ECE - 5 session, the Grade 6-12 session will be held Sept 6.
- Planning is underway for a teacher-led inservice on September 17. Topics will include demo lessons, culturally responsive lesson planning and teaching, and other instructional practices aligned with our instructional goals.
- We are looking forward to upcoming CORE and Attuned site visits in support of teachers and site administrators. These outside service providers will spend time at each of our sites providing direct coaching and modeling for staff, help them problem solve instructional challenges, and help fine tune teaching to meet the needs of every child.

Financial & Operational Stewardship

- We have been experiencing technical issues with multiple vendors and syncing between products which has impacted online access sporadically, however we are working actively with vendors to find solutions as problems arise.

Iñupiaq Education - Tenna Pili

Introduction

September marked the official start of the 2025–2026 school year. The Iñupiaq Education Department (IED) launched new programming, supported inservice training, and strengthened foundational systems for language instruction and cultural learning. Efforts focused on instructional implementation, staff onboarding, interagency coordination, and community engagement—each tied to the district’s strategic priorities and the mission of sustaining Iñupiaq language and values across all schools and communities.

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

- **Uqautiluṇa Immersion Family Kickoff:**
 - Held the annual Uqautiluṇa Iñupiatun Immersion Program family kickoff meeting, which included revisiting parent agreements, setting expectations, and outlining a schedule for year-round language sessions and parent potlucks.
- **Town Hall Planning:**
 - Supported preparations for the upcoming Point Hope Town Hall at Tikigaaq School, ensuring cultural and language initiatives are represented in district-wide conversations.
- **Youth Engagement for Culturally Relevant Calendar:**
 - In collaboration with the NSB Mayor’s Office and MYAC staff, coordinated plans for student participation in the annual Elders & Youth Conference. Students will contribute to the development of a culturally relevant year-round calendar, reinforcing community voice and student agency in culturally grounded learning.

Culturally Responsive Instruction

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

- **Classrooms on the Nuna at Meade River School:**
 - Provided planning and logistical support for Classrooms on the Nuna to begin early in the year at Meade River School, grounding instruction in land-based education practices.
- **Materials Fulfillment for Instruction:**
 - Managed and fulfilled materials requests for general education classrooms, culture-based unit instruction, and Iñupiaq Language classrooms, supporting smooth instructional starts across sites.

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

- **Out of Contract Days & Professional Development:**
 - Designed and implemented two Out of Contract Days (August 23rd for elementary; September 6th for secondary), including a dedicated professional development

track for Iñupiaq Language Teachers focused on language instruction, planning, and assessment practices.

Goal 4: Graduate bilingual students.

- **Mentor-Apprentice Program (MAP) Continuation:**
 - Continued monthly MAP gatherings as part of the implementation of the Iñupialgusisa! Mentor-Apprentice Program, providing structured language immersion opportunities for apprentices to advance fluency.
- **New Teacher Onboarding:**
 - Supported the onboarding and training of newly hired Iñupiaq Language Teachers, with emphasis on immersion strategies, curriculum alignment, and collaboration with site-based staff.

Student Social & Emotional Wellbeing

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

- **Behavioral Health Collaboration:**
 - Director Pili participated in and supported the North Slope Behavioral Health Summit, reinforcing the IED's commitment to integrating cultural identity, language, and emotional wellness across instructional and school environments.

Staff Support & Professional Development

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

- **Inservice Development & Facilitation:**
 - Contributed to the planning and facilitation of the new hire and all-hire principal and teacher inservices, ensuring Iñupiaq cultural integration was foundational across all sessions.
- **Support Staff Hiring:**
 - Advanced the hiring process for key IED administrative positions, including successfully filling the Administrative Assistant role and continuing recruitment for the IED Secretary position.
- **Iñupiaq Fine Arts Program Scheduling:**
 - Finalized the semester one schedule for the Iñupiaq Fine Arts Program at all sites, including coordination of materials procurement to support successful implementation.

Financial & Operational Stewardship

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

- **Resource Logistics & Fulfillment:**
 - Oversaw the timely procurement and distribution of instructional materials aligned with culture-based units, language classrooms, and general academic needs.

Conclusion

The Iñupiaq Education Department has made a purposeful and collaborative start to the 2025–2026 school year. Through staff support, curriculum implementation, and strengthened community partnerships, we remain aligned with the district’s mission to uplift Iñupiaq language, identity, and academic excellence. Continued focus on staff development, resource coordination, and culturally-responsive engagement will be critical as we move forward throughout the year.

Student Services - Michael Hautala

Staff Support & Professional Development

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

There are 5 SPED teaching positions, and 2 Counselor positions open district wide. Two of these SPED positions are currently filled with Long-term-substitutes (IPK, AIN), the other 3 positions are at PHO, HMS, and BHS. Housing is becoming a critical path for hiring. We are still in need of a counselor at PLZ and ATQ, we are looking at itinerant counselors as a possible solution.

We are continuing our work with Human Resources to identify potential staff, since adding the signing bonus for SPED teachers there has been increased interest in posted positions. It will be important that advertising maximizes exposure to this offer (where and how the offer is displayed). We plan to survey new teachers to determine the impact on their decision to accept employment.

Student Social & Emotional Wellbeing

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

Counseling

Deb Badertscher, our counselor coordinator is actively recruiting to fill our remaining counselor positions.

Deb has also been working to develop in-service and PLC training for counselor

Social Emotional

The Student Services Department has continued to support students and families, providing connections to services and clinical support. The SEL coordinator, Josh Stein, has remained busy conducting screenings and meeting with students via a video conferencing platform. These screenings are used to determine the necessity to elevate the level of mental health care beyond what is available at the schools.

Our district-wide social worker, Sharon Lemmert, has worked in AIN and is flying to PLZ this week. The start of the school year has been busy at all sites in Utqiagvik, we will continue to recruit additional social workers to fill these needs.

Qatqĩññaġvik / Career & Technical Education - Jim Dube

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

We have recently received the new year’s schedule of courses from Alaska EXCEL and plan to continue working with them for pathways in which we aren’t yet able to offer courses. We also have a meeting scheduled with BBRCTE (Bristol Bay Region Career & Technical Education) to talk about potential partnership opportunities.

Culturally Responsive Instruction

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

We are excited that the upcoming inservice will include training for YouScience, a new platform that will be a component of our Tumitchait Sivunmun period/plans. One of the components of YouScience is interest inventories and aptitude assessment that will help students identify career pathways that align with their interests and/or skills. They also offer a number of assessments that can result in students acquiring industry recognized credentials.

The first round of intensives will take place during the last two weeks of October. This session will offer classes in two pathways, and students will spend two weeks at the QLC. Students will have the opportunity to gain skills in construction or healthcare, and each pathway had about the same number of applicants. Each group of students will be invited back later in the year to continue their skill development.

Unfortunately, we had to postpone our planned ‘construction academy’ that was intended to be a 12-week program with the end goal of building a tiny home. Procedural issues arose that pushed the timeline too far out to make this happen this year, but we will begin this process during the winter to avoid any further delays. Though students won’t build a tiny home this year, the construction pathway will still provide students with an opportunity to learn framing, insulation, roofing, electrical, plumbing, etc. Students will also have the opportunity to earn their NCCER Core certification as well as OSHA-10.

Lastly, we are working to find instructors to travel out to sites to provide intensives in the village schools, with an emphasis on those sites that do not have a CTE teacher. We have already identified one instructor who is excited to travel and share his expertise in construction, welding and small engines.

Human Resources - Julie Griffith

Staff Support and Professional Development

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

Recruitment

In August 2025, the District conducted an All-Hire In-Service in Utqiagvik for all certified staff. This initiative was designed to establish a unified foundation of expectations, training, and collaboration at the outset of the school year. The event created opportunities for certified staff to engage with colleagues across the District, fostering professional networks and enhancing subject-specific collaboration.

Staff feedback indicated a high level of satisfaction with the in-service. Participants valued the opportunity to collaborate across sites, exchange instructional strategies, and deepen their understanding of district-wide priorities. Training sessions were facilitated by both the Instructional and Operational Teams, who provided targeted professional learning focused on instructional best practices, effective classroom management, student engagement, and operational processes necessary for the smooth functioning of schools.

The District also recognizes the important role staff play in addressing workforce needs. To encourage participation in recruitment efforts, a stipend is being provided to employees who successfully recruit qualified candidates for teacher vacancies. This initiative not only supports the District’s staffing priorities but also empowers current staff to take an active role in building and sustaining a strong instructional workforce.

Professional

Development

The District remains committed to investing in the professional growth of all staff. Ongoing professional development opportunities are designed to strengthen instructional capacity, promote equity, and ensure compliance with state and federal requirements.

During the 2025–2026 school year, all staff will complete mandatory training modules through Vector Solutions, which include:

- Understanding Boundaries – Establishing and maintaining professional boundaries with students, families, and colleagues.
- Discrimination Awareness in the Workplace – Developing awareness of implicit bias and strategies to foster an inclusive, respectful workplace.
- Avoiding Discriminatory Practices – Promoting equitable practices and ensuring compliance with legal and ethical standards.
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These trainings reinforce the District’s commitment to providing a safe, inclusive, and supportive work environment for all employees. By prioritizing both recruitment and professional development, the District is laying a strong foundation for staff retention, enhanced instructional practices, and ultimately, improved student achievement.

Business Office - Megan Williams

Financial & Operational Stewardship

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

The FY25 Financial Audit is just about complete. The District may have to issue the Financial Statements separate from the Federal Compliance due to a delay from the Office of Management and Budget (OMB) in issuing Federal Compliance information. At this point, I do not see this delay affecting the operations of the District. Altman, Rogers, & Co. will be presenting the FY25 Audited Financial Statement in October.

The Business Office file digitization project is complete! The microfiche was converted into PDFs and will be organized in the District’s secure shared drive. This project created efficiencies in reviewing older files that were kept on film, which was time consuming to look through. It also preserved the files that were on microfilm which may degrade over time and after use/handling.

The North Slope Borough issued the FY26 MOAs for the Village Athletics Program, Vocational Education Program, Qatqiññaġvik Learning Facility, and Breakfast Feed Programs to the School District in July, before school started for the year. The total amount of funding that these MOAs represent is approximately \$2,900,000, which is used to supplement non-instructional programs operated by the District.

Barrow Utilities & Electric Coop, Inc. (BUECI) increased their rates and removed the 10% discount for early payment starting in the spring of this last year. This change will create an increase of approximately \$400,000 in electricity, gas, and water costs for the District. This increase will need to be included in the Budget revision this winter/spring.

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. The District has adopted SOPs for Cash handling at sites, Fundraising at sites, and Purchase Card use.

Upcoming:

- FY25 Audited Financial Statements
- Preliminary FY27 Budget
- FY26 Budget Revision (winter or spring of 2026)

Information Technology - Reginald Santos

Financial & Operational Stewardship

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

I am pleased to provide the following updates to the Board. The Quintillion subsea fiber optic cable repair has been successfully completed as of early September 2025. The cable, which was damaged in January by sea ice near Oliktok Point, was repaired by marine crews who recovered, spliced, and tested the damaged segment. In addition, Quintillion has announced broader resiliency projects, including a 1,000-mile subsea extension from Nome to Homer to complete a statewide fiber ring, as well as a 180-mile terrestrial fiber route between Prudhoe Bay and Utqiagvik to provide inland redundancy.

Even while the fiber was still down, our schools were able to open and operate normally thanks to the SpeedFusion system recently deployed by the IT department. SpeedFusion is an Internet bonding technology that enables us to combine multiple internet sources into a single, seamless, and resilient connection. In our district's case, we bonded seven Starlink terminals together, creating a single high-performance link that not only provided stability and redundancy but also delivered internet speeds that rivaled our normal fiber connection. This investment in resiliency ensured that instruction, online testing, communications, and district operations continued without disruption during the extended outage. The successful deployment of SpeedFusion represents a significant IT achievement for the district, demonstrating how innovative solutions can sustain critical services and safeguard learning in the face of regional infrastructure challenges.

I am also pleased to report on the successful IT support provided during the Behavioral Health Summit, held from September 2 to 5 at Eben Hopson Middle School. Our team ensured reliable network connectivity, audio-visual setup, and technical assistance throughout the event. This allowed participants, presenters, and external partners to engage seamlessly in sessions that addressed important topics related to student health and wellness. The smooth technology experience contributed to the overall success of the summit and highlighted the vital role of IT support in districtwide events.

Finally, I want to update the Board on our PC upgrade initiative. We have ordered new Windows computers for school secretaries, MAO personnel, and other staff who require PC-based systems for their work. This upgrade is essential because the current machines are more than six years old, have become slow for daily tasks, and are still running Windows 10, which Microsoft no longer supports. Once we finish imaging the new devices, we will immediately begin deployment to staff to ensure improved performance, security, and productivity.

Maintenance & Operations - Barry Broome

Financial & Operational Stewardship

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

CURRENT PROJECTS/PROCUREMENT (August 2025)

ALAK SCHOOL:

- Alak School Renovation & Upgrades -Design ongoing; BCA trip scheduled 08/27-08/29
- Bleachers Procurement-delivered. Installation begins 10/19/24. UPDATE: Bleachers completed
- HVAC System - HVAC testing and balancing; report received. Will balance during the 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 installed.

BARROW HIGH SCHOOL:

- Future projects approved in FY25: Fire system upgrades
- BHS Camera Upgrades: project being reviewed by CIPM
- BHS front door security system (Aiphone) installed and complete.
- BHS Roof/Patch Replacement: Awaiting quote from UICCS
- BHS Pool leaks – in contact with CIPM regarding leaks, awaiting final response
- 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. Army Corp and a separate engineering firm are analyzing.
- Update: RSA and Army Corp. of Engineers will provide new analysis including newer mechanicals being installed by UIC. Analysis completed by a third party.
- Mechanical System upgrade- Substantial completion. Punch list complete
- 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. No solutions yet.

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. No solutions yet.

EBEN HOPSON MIDDLE SCHOOL

- Window replacement: Installed summer of 2025, pending final window install before Oct. as the window arrived broken.
- 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.

September 2025

- Window Replacement Project: Preliminary dates: Mobilization June 15, 2025 → School closed for facility use requests that have not been previously approved.

FRED IPALOOK ELEMENTARY SCHOOL

- Security/PA/Clock Upgrade: Most work completed summer of 2025, waiting on some hardware to be fully complete
- 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.
- Exterior lighting replacement completed.

HAROLD KAVEOLOOK SCHOOL

- Phase II is scheduled to begin ideally spring of 2027. Estimated end of project date: 2028
- Phase I: schedule to end October of 2026
- Gym FFE ordered through CIPM. Will provide update when they arrive.
- New School- Pylons are complete and in-ground. Flooring and walls have continued. Roofing being installed.
- Interim School Lockers Procurement- Procurement in progress with Source well and CIPM. UPDATE: Bond committee decided lockers and bleachers are no longer allowed through the CIPM process.

KALI SCHOOL

- Security door upgrade (Aiphone system) Trip scheduled to PIZ on 09/08/25. Vendors will work nights and weekends to get measurements.
- Modular House Purchase: installed. Awaiting assistance from NSB to install electrical and plumbing. Hired contractor to put in a drop for electrical.
- Bleachers- Procurement in progress. Will update with progress. Color and sizing chosen, moving forward with purchase. Installed and completed spring 2025.
- 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 be 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. Project deferred.
- FFE Furniture-Has been sent to Storey-Kenworthy for updated pricing and purchase through Sourcewell. UPDATE: 7-8-week delivery time. Installation will be provided. Install and logistics to arrive in MRS first week of June. Installed & completed: Summer of 2025

NUIQSUT TRAPPER SCHOOL

September 2025

- 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. UPDATE: Bond committee decided lockers and bleachers are no longer allowed through the CIPM process.
- Cafeteria Tables Procurement- NSBSD to provide more info to NSB CIP. UPDATE: Cafeteria tables arrived and installed.
- Boiler Replacement- *Funded by NVB*. UPDATE: Boilers have arrived. Installation covered under CIPM funding. Installed and completed.

NUNAMIUT SCHOOL

- Future projects approved in FY25: Heating, HVAC & DDC System upgrades
- Lockers Procurement- Procurement in progress with Sourcewell. Design approved by site. UPDATE: Bond committee decided lockers and bleachers are no longer allowed through the CIPM process.

TIKIGAQ SCHOOL

- Project to revise installed security system to move Aiphones from exterior door to interior doors. No ETA yet, will provide an update.
- Kitchen Remodel- NSB CIPM waiting for proposals. UPDATE: Tikigaq Corporation working with CTPM for a summer renovation schedule.
- Security "Funnel" and door alarms- Completed and installed
- Vape sensors installed

DISTRICTWIDE

- CO2 Sewer investigation/Correction: Working with CIPM to have BCA. BCA to do inspection 09/08/25
- Boiler Training for staff with Iḷisaḡvik College: Completed summer of 2025
- DW Fire hose/sprinkler repairs: Approved by the Board of Education Aug. 2025; awaiting schedule from vendor
- DW furniture order: Schedule to arrive in batches beginning Sept. and some in Oct.
- Food Service Admin Review: Scheduled for October 2025. Sites selected: PHO, BHS, IPK. specific timelines of auditing material were given for review in September 2025.
- GENERATOR REPLACEMENT:
 1. M&O: 95% design. CIPM will present it to NSBSD in the coming months.
 2. PIZ
 3. HMS
 4. AIN
 5. ATQ
- Transportation: Garage manual doors: vendor came with the wrong parts, awaiting their return to install.
- Transportation Bay Renovation: Concept plans received. Meeting with CIPM to proceed with a project to bring to PRC.

- Future projects approved in FY25: DW Technology Refresh (IT)
- 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 roads or barges.
- 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: CTPM working on task order for district wide replacement/ addition. 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.