

Administrator Report

Maintenance & Operations - Craig Jones

AIN- Upgrades to the water/waste water systems at the school are wrapping up. Inspection for project completion is being scheduled for punch list items.

AKP- Summer Construction projects are Completed. We have a Temp. Plant Manager on site.

ATQ- There is a collaborative effort between The NSB CIPM, The School District and the contractors to work on completing punch list items on the School Upgrade Project. This is ongoing.

KAK- Summer projects complete.

NUI- We have had to shift some of our staff from PIZ to NUI to get the school ready for classes. This worked well as our PIZ plant manager was once the PM in NUI. We are continuing to staff this site and have a prospective Plant Manager picked out.

PHO- All the barge freight that was scheduled for PHO has been received.

PIZ- There are some water/waste water issues at the 4-plex and 5-Plex staff housing units. This issue is ongoing. NSB W&S restored water service and are working to repair the waste water issue.

UTQ- RLC substantial completion is scheduled for October.

Barge orders have been received.

All sites opened in green but we have had to resort to our contingency plans for multiple schools/classes going Yellow or Red.

Information Technology - Everett Haimes

The Information Technology department continues to support school operations for both on-location and home-based instruction. Internet shaping continues to improve as we identify and classify important educational resources and Internet service continues to improve as a result of our efforts but it is important for users to identify and notify IT of any observed performance issues so we can continue to improve service

We have begun streaming live events and continue to refine the technologies necessary to deliver live streaming to the public. We plan to release specifications and assemble kits for each site with the end-goal of all sites having live stream capabilities with local faculty/staff and student participation.

The District website presently has a number of non-ADA (Americans with Disabilities Act) compliant components including calendars, graphical banners, and non-textual features which we are working to address as quickly as possible. We will be working with each department and school to address their non-compliant features as they are identified.

Human Resources - David Camp

From last month's administrative report, I gave four key issues under "Moving Forward" that are key focus points regarding HR:

(Re)Training HR staff and communicating high expectations for all positions

HR staff now have access to all HRIS. This will help them be more successful in their position(s) and will increase empowerment and morale.

The addition of Lisa Harcharek to temporarily and systematically reorganize files and find missing documentation that have been lost in new processes implemented by three HRD's after Robyn Burke resigned from her position.

Reviewing the district's compensation plan after receiving several concerns from tenured staff who are capped out

A thorough review was completed by August 19, 2021 resulting in No compensation adjustments for classified staff will take place at this time due to several factors:

Timing - Market adjustments are unwise due to funding issues at this time.

All hourly rates for classified employees are within the market for NSBSD classified staff. Perhaps in the future, a compensation plan can be discussed and approved by the board for those who hit the salary cap.

A Strategic Plan for Human Resources

We have a new HR Strategic Plan (HRSP) with planned rollout by the end of September. Copies are available to board members, administrators, and directors for their perusal.

This plan is in place in order to better communicate, with the board and school leadership, the new goals and direction of the HR department. Rich Carlson has approved the HRSP. This HRSP gives guidance and holds the HRD and staff accountable district leadership, the superintendent, staff and faculty, students, families, and villages to the following new HR Vision and Mission Statements:

Mission - Embrace a Diverse and Inclusive Workforce

Vision - The Right People Doing the Right Things in the Right Way...ALL the Time.

Reviewing all processes of Human Resources using the Lean Six Sigma Methodology.

Update: Steps in various processes are continuously reviewed, and opportunities for improvement (OPFI'S) are consistently identified and fixed while staying within approved district policies.

For example - Systems are driving people. People should be driving the systems. We are now more proactive than reactive in terms of our applicant tracking system and the processes for hiring and onboarding new teachers and staff.

New teacher OPFI's; Make new teachers feel more welcome into the district by having all paperwork processed, housing clean and available, and work site walk-in ready.

Reduce or eliminate the double-work of contract modifications and payroll errors that are HR's responsibility.

Curriculum & Instruction - Liz Noble via Kathleen Fisher

The Curriculum Committee met on August 30. Members include 4 teachers from various Villages, 2 teachers from Utqiaġvik, 1 representative from Inupiaq Ed. Dept.; Student Services; Administration; Curriculum and Instruction; and the School Board. Items discussed were the Adoption cycle, which will focus on Health this year, District In-Service topics, and Survey results. Discussion also included Board Policy 5126 Achievement Awards. Currently we have a cohort that includes a six-way GPA tie. The policy review is to determine a process that will address how NSBSD will support students, effective with current Freshmen class, in the event of a tie. Program Audits will also be conducted to support software program recommendations for SY22-23. As a final note the committee is recommending an addition of a CTE representative to the Superintendent.

After-School expectations have been sent to sites for planning. We hope to begin After School tutoring by September 15, 2021.

The Department's Smart Start Plan has been revised and submitted.

We had hoped the state assessment, NWEA, would replace our third interim assessment but, we've learned this year we will administer 4 NWEA assessments. Kim will provide additional information during her presentation today.

Alaska Youth Risk Behavior Survey (YRBS) Program will not be conducting a school district-level survey this fall however; North Slope Borough School District was selected for the statewide alternative high school sample which is Kiiita. Unfortunately, the Alaska YRBS Program is facing unprecedented survey administration challenges due to the COVID-19 pandemic and recent staff vacancies making this larger data collection effort unfeasible. However, we fully intend to offer the district-level YRBS again in 2023.

Ian Acuna, Data Specialist, has created a risk calendar to support Pandemic- EBT resources to families should they be available for the school year 2021-2022. Risk Calendars will be updated regularly, by site administrators, to identify risk status of schools. P-EBT is part of the U.S. government response to the COVID-19 pandemic. The Families First Coronavirus Response Act of 2020 (PL 116-127), as amended by the Continuing Appropriations Act, 2021, and Other Extensions Act (PL 116-159), provides the Secretary of Agriculture authority to approve state agency plans to administer P-EBT. Through P-EBT, eligible school children receive temporary emergency nutrition benefits loaded on EBT cards that are used to purchase food. Children may be eligible if they would have received free or reduced-price meals under the National School Lunch Program but their schools were closed or operating with reduced hours. Benefits are based on the data we received from school districts this past spring/summer.

We continue to receive and process the Free and Reduced Lunch applications. There is an online component available this year and to date we've had 14 families complete the online application. As of September 25th we are at 43.53%. This process supports the NSBSD E-Rate of which we have a 70% or higher goal.

The discount percentage for an E-Rate applicant is based on student eligibility for free and reduced lunch. The minimum that any entity could receive on **Category One** (internet service to the school or library) is 20% and the maximum is 90%. In other words, if none of your students are eligible for free and reduced lunch, your organization could still receive a 20% discount on your organization's internet services. If over 75% of your students are eligible for free and reduced lunch, your discount would be 90% off of your organization's internet services.

Career Technical Education - Ronnie Hawley

The Residential Learning Center/Career Technical Education (RLC/CTE) continues to support the schools providing information to instructors regarding classes, On-the-Job-Training (OJT), and supply orders. My staff is working to send out CTE career kits to villages to support the career exploratory classes. The pathways included are CNA, Dental Assistant, Engineering processes, construction, and culinary arts. The kits are mobile and will be passed throughout the district as they are requested.

The CTE staff will assist in the OJT process as needed, supporting school counselors with paperwork questions and processing. There are two paths for OJT this year. The North Slope Borough is offering positions of Student Interns in each village. These students will work for the Borough and will be paid by the Borough. Each school OJT manager will monitor the students' progress regardless of OJT program being followed. NSBSD will provide OJT opportunities and

will be managed at each school by the school counselor/teacher representative. Students that wish to qualify will need to maintain academic standards and attendance.

Supplies are continuing to flow into the schools. My department will work with each school to maintain inventory control and proper identification / storage of equipment and supplies. I will continue to take inventory of each facility's current CTE programs. Checking equipment for safety and functionality. As supply orders are processed, the staff will work diligently to process each order.

Inupiaq Education - Tenna Judkins

The Inupiaq Education Department (IED) is working closely with administration to review the restructuring of the organizational structure of the overall department. We are also reviewing the current budget to ensure that there will be no major impacts and that the current needs will fit into the current budget. Thus far, there are no major impacts to the budget and the proposed restructure will fit into our current budget. With this, we will be able to move forward and post job vacancies to fill the positions within the IED and expand our current capacity. Based on our current budget, we have two vacant positions that can be filled.

The IED had intended to host the Utqiagvik cultural in-service with all Utqiagvik schools on August 23rd, 2021, but due to the uncertainty of COVID and the spike in positive cases, we felt that it was best to postpone it to a further date and figure out a format that would work best for everyone with their health and safety in mind. Meade River School held their cultural in-service on August 14th. The next upcoming cultural in-services will be Tikigaq School and Kali School scheduled for September 4th, Nunamiut School on September 11th, and Trapper School on September 18th, and Alak School changed their cultural in-service date from August 21st to September 18th.

We were able to post the added duty positions for Mapkuq Mentors to be filled. These added duty contracts will be issued to interested teachers who apply and have experience teaching in the district, experience with the Inupiaq Learning Framework and Project Mapkuq, and interest in providing mentorship to peer teachers at their respective sites. The purpose of these positions is to assist the Inupiaq Education Department with cultural-based unit creation, implementation, and mentorship, as well as working towards fulfilling the goals of the strategic plan. They will also support a more one-on-one mentorship role for the C3 Aullaagvik teachers who are in that program this year. Lastly, they will assist in the migration of cultural-based materials from Rubicon Atlas to Chalk.

The Chalk migration has been going well. We have been working with the technicians to ensure all levels of standards are embedded in the system, the templates are accurate/up to date, and all information is in place prior to moving the data from previously created curriculum. Once Mapkuq Mentors are hired, we plan to hold a training session with Chalk as the facilitator to go over the new system and discuss plans moving forward.

We have been working on the C3 Aullaagvik grant in partnership with the Arctic Slope Community Foundation and the Alaska Humanities Forum. This grant primarily focuses on teacher retention and programs to retain teachers. Two programs that the District has been primarily focusing on are mentorship and adopt-a-teacher. We are planning to have C3 teachers who are enrolled in the program partnered with Mapkuq Mentors at their respective schools. Another program we have been working on implementing is the Adopt-a-Teacher program. We have been working closely with ASCF to develop a plan for the Adopt-a-Teacher program and will place more emphasis on the community aspect in the coming months. We understand that teacher

retention is vital in the NSBSD and are working towards meeting the goal of retaining more teachers.

We had our first two meetings with the Iñupiaq Language Teachers on August 9th and August 18th. In these meetings, we discussed the current state of the Iñupiaq Education department, the direction, and in which ways we plan to provide support throughout the year for all of our ILTs. We also put out a survey for all of them to complete to gauge comfortability and interest in various areas including personal language acquisition, teaching Iñupiaq language, working with parents, classroom management, use of technology, etc. This survey was intended for use in planning an upcoming training for the ILT's to participate in as well as planning ahead for other district-wide in-services. We have been working on fulfilling the requests/needs for classroom materials and resources as well. In addition to this, we have received our Grammar 1 & 2 books as well as the old version of the dictionary for classroom use as well as professional development for ILT's. These books were able to be purchased through the ANEP grant in support of these initiatives.

We have had several requests from all of our sites for culturally relevant classroom materials and have been sending them out to sites as they are requested. Some of these items include Iñupiaq Learning Framework posters, atchagat posters, Iñupiaq Values posters, and other classroom resources.

We still have some unmet needs or unfinished projects that we have been making sure to bring up since they are items that have gone untouched for almost three years now. The biggest setback with these projects or needs is funding. Some of the things include finishing part of a book series by local author Cathy (Tagnak) Rexford which would be A Crane Story Part 2. In addition to this book, we have a variety of materials and resources that need to be updated, redesigned, and printed/reprinted (i.e. materials and resources for Iñupiaq Language learning in the classroom, materials and resources to resupply our cultural based units, resources for cultural and language learning for classroom use, etc.). We have been working closely with the Business Office and Grants to not only support meeting the goals and objectives of each grant, but also where our unmet needs might fit. Some of the grants we have been working on include JOM, Indian Education, ANEP, and C3 Aullaagvik (in partnership with Alaska Humanities Forum and Arctic Slope Community Foundation).

Student Services - Lori Roth

Special Education

The Embrace database has gone live and SPED teachers are developing Individualized IEP's and other required paperwork. We have received positive feedback on the use of the database and the on-going support of the on-line "help line". The NSBSD Student Services office collaborated with the Northwest Arctic School District Student Services Office to discuss the Embrace database and develop a list of requested modifications. A follow-up meeting will be scheduled.

A 3-part virtual Read Naturally training was scheduled to support literacy to SPED students and an invitation was extended to general education teachers. We are excited to share all locations attended the training for a total of 30 participants.

Section 504 Plans

Nothing new to report as of this date.

Counselors

School Counselors attended a meeting with Micheleen Pennington, Higher Pathways Grant that is provided by the Indian Education College Fund. Some schools are spending the funds left over from last year. Kiita, BHS, and PIZ will be applying for the fall Higher Pathways Grant.

Plans continue to move forward for the community-based Youth Mental Health First Aid (YMHFA) training which is grant funded by the Alaska Mental Health Trust Authority through the University of Alaska Anchorage Center for Human Development. Invitations have been sent to ASNA, OCS, DHSS, BHS, NSB Police & Fire, CYS, Wellness, Iłłsaġvik College, ICAS, ASRC, and the NVB Things to Do listserv. NSBSD is collaborating with Iłłsaġvik College to schedule virtual train-the-trainer opportunities to build local capacity across the Slope.

Suicide Awareness week is September 5 through 11. The Student Services Office has been collaborating with the Cook Inlet Tribal Council since 2020 to provide evidence-based suicide training to our staff. We are in the process of scheduling a district-wide virtual Question, Prepare, and Refer (QPR) suicide ideation response training in October.

State & Federal Grants - Lori Roth

Alternative Schools Grant: Application not yet available.

CARES ACT1: All funds have been spent and the final reimbursement request has been submitted.

CRSSA (CARES Act 2): The Business Office will complete a Final Reimbursement Request (FER) and the funds will be rolled into the FY22 American Recovery Plan application.

American Recovery Act: The Mitigation and SMARTstart plan was updated through a collaborative effort of each Department. The updated plans were posted at www.nsbds.org. The application requirements were completed and available to the Department of Education as per required timeline.

Higher Pathways Grants: A big thank-you to Micheleen Pennington representing the Higher Pathways grants sponsored by the American Indian College Fund. Micheleen presented to our school counselors and principals via zoom on the benefits of the HP grant and the status of NSBSD site-based applications. The Higher Pathways grant provides high schools and Native organizations with funding, support, and resources to promote college readiness. Each can apply for 3,000.00. A grant acceptance memo is anticipated for the October Board meeting. submitted

Johnson O'Malley Grant: the FY21 application has been sent to the Bureau of Indian Affairs for review and feedback.

Indian Education Grant: The IED Department is working in collaboration with the Grant Director to post and select Mapkuq Mentors. Mapkuq Mentors and Robotics added duty contracts have been posted. Principals will be submitting after school tutoring plans. The FY21 Indian Education Annual Performance Report portal will open October 4 and be open through October 29, 2021. NSBSD will be reporting on activities completed as per the FY21 grant requirements.

Migrant Education: Happy to share that NSBSD had 9 staff members participate in the Department of Education & Early Development sponsored Migrant Education training. For FY22, the recruiters will be Freda Frantz (BHS), Nova Gueco (IPK), June Aiken & Carolina TenBroeck (HMS), Jen Brower (KLC), Tada Nashookpuk (PHO), Amanda Brower (ATQ), Genoveva Igtanloc (NUI). If you think your family may be eligible for the NSBSD Migrate Education Program, please contact Sharene Ahmaogak at migratedprogram@nsbsd.org or 907-852-9686. Materials purchased in FY21 to support NSBSD Migrant eligible students arrived later than

expected. Materials were sent to all sites in August to be distributed through the local Migrant Education Recruiter.

New Visions Grant: The New Visions Committee met on August 21, 2021 to discuss the completion of a previous application. The Committee formulated a plan to spend the FY20 funds and completed the FY22 New Visions application. A big thanks to Annie Calkins, Alaska State Council for the Arts, for attending our meeting via zoom. The FY22 is in process and will be submitted on time.

Perkins Grant: The grant Director is working with Ronnie Hawley, CTE Coordinator, to revise and re-submit the Perkins grant. The Perkins grant will be managed by the CTE coordinator after supporting the re-submission of the FY22 application.

Quality Schools Grant: funds allocated to general fund.

School Improvement Grants: All school improvement sites remain the same. Sites include: Nuiqsut Trapper (CSI5%), Nunamiut (TSI), Meade River School (TSI), Kiita (TSI), Alak (TSI), Tikigaq (TSI), and BHS (TSI SPED). Principals are in the process of completing the FY22 revisions requested.

Special Education (VI-B): Final roll-over funds have not been announced. No update on application.

Suicide Grant: A half-page ad was submitted to the Arctic Sounder with pictures from local “Messengers of Hope”, signs of suicide, and phone number that can be used by community member for support. It is scheduled to go to print the week of September 5 (Suicide Awareness Week). Place-based suicide awareness materials were distributed to all sites in August for distribution during Suicide Awareness Week.

Title Grants: The Title grant applications were revised and re-submitted based on Department of Education feedback. Waiting for final approval or additional revision needs.

Business Office - Fadil Limani

The Business Office continues to work in a variety of projects and is pleased to provide the following:

The monthly financial report was completed and sent to the North Slope Borough on August 31, 2021, for the month ending July 31, 2021.

Participated in a Zoom Session with the Department of Education and Early Development Surrounding the Impact Aid, specifically the State’s failed Disparity Test.

State of Alaska is in the process of Appealing the decision

The State of Alaska has been performing the Calculation for over 30 years.

State of Alaska and Kansas as the only Equalized States

The State of Alaska has approx. \$74 million obligation if they are not successful with their appeal. The Department is unsure if it will require legislative action to pay such an amount to the School Districts.

Our School District will continue to file our Impact Application directly with the United States Department of Education.

The School District received the Funding Commitment Decision Letter from Universal Service Administrative Co.

The revised commitment amount provided \$4,800,600. for Funding Year 2020.

The District is required to file Form 486 within 120 days from the original date of the FCDL filing.

We are in the process of filing the form

The District will be meeting with our provider to discuss the credits that will need to be applied to our account considering when the District application was denied, the District had to pay the provider the full cost without the subsidy.

In addition to the funding commitment, the District has no liability for any of the preceding years (2018 thru 2021). This exposure was in excess of \$18 million.

After the District's filing of the FY22 Budget form to the Department of Education and Early Development, the Department has performed their review and provided some comments/questions in which the District was able to address and clarify. The review is complete and the Department was able to meet its review process deadline for the State School Board.

We have completed our Grant Reimbursement Requests and related filings for FY21. We are continuing to work on the FY22 Grant Applications including the rollover funding for several of the grants including the American Recovery Act Funding and the CRRSA Funding.

We have shifted from our FY21 Preliminary Audit Field work to our preparation of the Year End Audit Fieldwork.

We are working on preparing year end schedules and related entries for the year end accruals. Our filing Deadline for the Audit Report is November 15; however, our goal is to complete the Audit before then.

Business Office Staffing

We have recently been able to fill our Principal Accounting Specialist Position that was previously held by Nikki.

We are pleased to welcome back Robyn Ahmaogak. Robyn previously held this position prior to leaving the School District.

As you all may know, our Logistics Specialist is no longer with the School District

We are in the process of refining the Job Description and will be posting the position very soon. In the meantime, Don and Angle will be handling all of the travel activity for staff as well as student activities. (Thank you, Don and Angel, for your hard work and commitment)

We are also going to refocus the new Payroll Specialist Position to incorporate some of the HR functions surrounding Employee Setup, benefits and withholding within Infinite Visions.

We are in the process of scheduling a meeting with Infinite Visions to provide Training within the HR Functions

Similar to last year, we are going to schedule a training session for the Administrators Group and their secretaries regarding Infinite Visions.

Day to day operations of the Business office and continue providing support to all the other Departments within the District.

Student Activities

1A ACTIVITIES UPDATE

1A & 2A CROSS COUNTRY: Schedule is complete. The first schedule event at Utqiagvik was changed from an in person event to a virtual event. Due to some site not having teams, community in the red, or no coaches, as such Point Hope and Niuqsut was the only two participants. These two teams will be traveling to Delta for the Delta Invite on Sept 4th.

1A Mixed 6 Volleyball: Schedule is not complete will be working with Principals on crafting a schedule.

1A Basketball: Schedule is complete, will schedule a meeting with sites for approvals

2A ACTIVITIES UPDATE

2A Volleyball: Schedule is not complete, will be assisting the site Principal and Athletic Director on building a schedule.

2A Basketball: Schedule is not complete, will be assisting the site Principal and Athletic Director on building a schedule.

3A ACTIVITIES UPDATE

3A Football: Schedule is complete. Football has competed in two events one home and one away. The away game at Nikiski leaving on 9/02/21 was cancelled due to covid.

3A Cross Country: Schedule is complete. First meet against Valdez was cancelled due to Covid. Valdez was replaced on the schedule with Soldotna. The next meet is schedule for Sept 11 ant Palmer.

3A Volleyball: Schedule is complete: Volleyball has participated in one home event against Redington. They are on the road (sept 2) at Monroe and sept 3-4 at the west valley tournament.

3A Wrestling: Schedule is complete but a few adjustments need to be made.

3A Basketball: Schedule is complete.

3A Cheerleader's: Schedule is base on the success of the Football and Basketball teams.

DISTRICT - WIDE

E Sports: We've received the computers this summer, it's housed at I.T. to be configured, once done they will be sent out district- wide.