

# 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:** February 7, 2025

**To:** LPSD School Board Members

**From:** Bill Cornell- Director of Personnel

**Re:** February Personnel Report

## **Staff Retention “Staff” Surveys**

We are implementing a new Staff Retention Survey, also called a “Stay” survey, in interest of gaining perspective on why staff continue to stay with LPSD. Through staff sharing their thoughts, we are hoping to strengthen support systems, refine recruitment efforts, and continue making LPSD a great place to work.

## **Parent, Community, Student, and Staff Surveys**

The annual Student, Parent, Community, and Staff Surveys provide valuable feedback from our stakeholders on what we are doing well, and how we can improve. Two flyers- one with QR codes, and one with live links to online surveys- were sent to principals and head teachers to distribute in their respective villages. These were also posted to social media. If anyone needs a hardcopy of these surveys, they are welcome to reach out to their site principal or head teacher. Please encourage folks to take a few minutes to complete these surveys by March 1.

## **Staff Recognition**

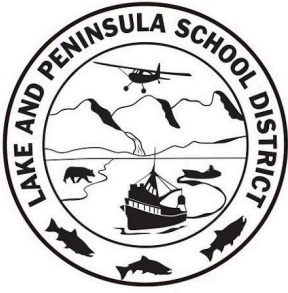
I want to thank the following individuals for their service to LPSD, who will be resigning at the end of their current contracts,:

- Mrs. Michele Hughes- Mrs. Hughes served as a heart teacher and elementary teacher for two years in Pilot Point, before serving as an elementary teacher for three years in Newhalen. Ms. Hughes has also been instrumental in implementation of AK Reads components.
- Ms. Marina McGourty- Ms. McGourty student taught and tutored in Pilot Point, and then served as the upper elementary teacher in Kokhanok for the past three years.
- Mr. Ken Barbour, Mrs. Jean Barbour, and Mr. Eric Lancaster- Thank you to the Barbour’s and Mr. Lancaster for your service in Perryville this year!

## **New Teacher Guide**

Based on feedback from new and veteran staff, we will be developing a New Teacher Guide to help with recruitment and retention of teachers. The goal of the New Teacher Guide is to better prepare incoming

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teachers before they arrive at New Teacher Induction in August. This guide will also be a useful tool for new staff as they familiarize themselves with their teaching setting.

If you have input on what to include in the guide, please let me know.

## **Certified Recruitment/Staffing:**

We continue to be fully staffed for the spring semester, and are grateful for the excellent staff we have!

The 30 day window for teachers to accept or reject their contracts closes on February 13. This will allow us to know exactly where all of our teacher openings will be, then work towards filling them with qualified candidates.

Currently, we have the following openings posted to our website, and Alaska Teachers and Personnel, for the 2025-2026 school year. If you hear of any interested candidates, please feel free to share my contact information with them.

- Nondalton SPED
- Two Newhalen Elementary Openings
- Newhalen MS/HS Social Studies
- Perryville Elementary
- Perryville Secondary

I will be attending the Kutztown University Job Fair on March 17, followed by the Pittsburgh Education Recruitment Consortium (PERC) job fair on March 19. Depending on recruiting needs, I will also make visits to Commonwealth University, and State University of New York on the same trip.

## **Contract Adjustments:**

FY25 contract adjustments, and FY26 contracts movement are outlined on the Personnel Approval List.

As always, please reach out to me at [bcornell@lpsd.com](mailto:bcornell@lpsd.com), or at (907)571-1211 if you have any questions.

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