

Administrative Report

Highlighted Department Human Resources Dimple San Nicolas

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

Gustavus

As an update to our August report, the student teachers will arrive on October 19, 2024, and will be here until December 10, 2024. The three student teachers will be mentored by one of our District teachers: Barrow High School Science teacher Harley Bress, Eben Hopson Middle School Art teacher Elena Alers, and Ipalook Elementary Music teacher Jacob Calderwood. We genuinely appreciate these teachers' willingness to guide and mentor our student teachers in navigating the education field.

Staff Support & Professional Development

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

HR Director

We are thrilled to introduce our new HR Director, Loretta Ebnet, who will play a pivotal role in helping us achieve our mission. Loretta K. Ebnet is a highly experienced HR professional with over a decade in compensation, employee relations, and strategic HR management. She holds a B.S. in Organizational Leadership and Supervision from Purdue and is SHRM-CP certified.

As the Director of Human Resources and Fund Development at YWCA Kaua'i, she excelled in HR oversight, DEI&B initiatives, conflict resolution, and fundraising, securing over \$1 million in her second year. Previously, she managed HR and operations at St. Michael's and led a remote HR team for a government contractor, ProSource360 Consulting.

Loretta's career includes roles at The Public Library of Cincinnati & Hamilton County and Wornick Foods, highlighting her expertise in compliance, employee relations, and recruitment. She has been an active community member, serving as an indoor cycling instructor and on various boards and committees.

H1B

We have a few new H1Bs joining us within the next month or so. They will stay in Anchorage for ten days to meet the SSN application requirement. Lisa Harcharek will provide support in Anchorage during their stay.

Professional Development

Our law firm, through the District, provided additional training to our Principals in progressive discipline and the evaluation process. This will ensure a streamlined process to minimize potential future issues.

The HR Department will also attend the online Alasbo Workshop series, providing additional knowledge in various HR areas.

Superintendent David Vadiveloo

Utuqqanaavut kisuigukkitka – sivulliit utuqqanaallu, paṇmami utuqqanaagiravullu, utuqqanaaḡuḡumaaqtuallu. Qu yanaaḡitka paṇmamuraglaan aullatimmagit savaktivut ilīññaqtuagiravullu. Nalunaḡuṇmigiga sulī iñuuniḡuutilaaqput savaguutilaaqpullu nunaḡiññi Iñupiat. Igliqtitchirauvluta miṇuaqtuḡviṇṇik kamasuuttaḡigikput ikayuiyumiñaqapta tamatkunani nunani.

Members of the Board and our community, as an Administration we commence each formal meeting in this District by recognizing our community Elders and their strength, guidance and legacy. Earlier this week as I walked on the beach and then across the nuna, I reflected on the accumulated wisdom that the Elders have drawn from this land and ocean and passed onto our children – to mine and the children of every person whose children are raised here – keeping that knowledge alive from generation to generation.

We are blessed and honored to work and live on the self-determined sovereign lands of the Iñupiaq people.

It has been a difficult month, with the passing of many important Elders and members of our community across the Slope. As a District we send our condolences to the families and friends of those who have been lost to us. Our thoughts, prayers and strength are with those families.

With school underway on all sites we once more thank the community for entrusting us as partners in the education and growth of their children.

District staff have been busy providing support and traveling out to sites to assist with curriculum, in-services, interventions, tech support and maintenance. With that in mind I'd like to present to the Board and our community the following highlights by way of an update on District operations mapped against our new Strategic goals and objectives.

Domain: Family & Community Collaboration

Goal: Prioritize and implement intentional and purposeful partnerships.

There's great excitement this past month as we prepare for the enhancement of our North Slope history, governance and science curriculum and further Iñupiaq language conversational and grammar offerings. Materials for this initiative will be created with community experts, students staff and stakeholder partners. At this meeting the Board will be presented with an action item funded by a two year grant for an initiative that will ensure our students are anchored by their history and the strength of leadership on the Slope. Our Instructional teams have a fully grant funded plan to produce more than 40 new technology enhanced units for online delivery. This will complement new history and governance units that are in final stage of production for elementary students as well, so our students can be learning this information early in their education.

Our partnerships with community were exemplified this past month as the Student Services team worked with multiple partners including NSB, ICAS, ASNA, NVB and many more to develop a yearlong bullying prevention campaign. The campaign will borrow from the successful TAVRA campaign initiated in Atkasuk and will launch with a series of community events across the slope in October and November.

Our strengthened partnerships and community collaboration was also seen in the response to the recent tragedy in Anaktuvuk Pass, where our NSBSD Student Services team are working closely with NSB's Integrated Behavioral Health team and ICAS to deliver supports to affected students and families.

September 2024

Qatqiññaġvik Learning Center have started the year strongly as partnership discussions are held with NSB regarding Emergency Services On-The-Job training opportunities for our students. Intensive class offerings with Iḷisaġvik will commence in November and a CTE allied health pathway is being developed with Northwest Regions Area Health Education Center.

Susan Hope has joined the Iñupiaq Education Department as the Iñupiaq Fine Arts Program Facilitator this year and has hit the ground running. She has participated in facilitating programming during Atqasuk's Classroom on the Nuna, in Kaktovik at Harold Kaveolook School, and is working on plans to travel out to each village site multiple times this year. Her main focus is to provide intensive programming with students throughout the school day and also programming for community members and staff in the evenings and/or weekends while she is there. We have been extremely grateful and excited for Susan's work already and are looking forward to providing more details in our future reports.

This month also saw our first meetings with ICAS toward developing an initial services MOA. The District and the Tribe see all students on the Slope as deserving of our support and attention and with that in mind NSBSD are offering ICAS students at the Qargi Academy supports in the following areas: CTE, food services, activities, transportation, student support services, and immersion. In exchange ICAS will provide support to NSBSD's nutrition services team through their hunters program, and will work with NSBSD to support field trips, cultural camps and other opportunities related to on-country experiences.

And finally our IT department and M&O teams have been meeting with School Advisory Councils to discuss a range of items from laptop usage agreements to the installation of increased safety and security infrastructure on all sites. These can be complex conversations and we thank SAC members for their informed questions and advisory contributions. Ultimately our focus on laptop care and enhanced security is in the best interests of all students. We are fortunate as a District to have support from the Board to provide one-one laptops and to install greater building security and will happily work with all SAC's and communities to explain the need for greater attention to these issues.

Domain: Culturally Responsive Instruction

Goal: All students perform at or above grade level

As we maintain our focus on high expectations and responsive instruction that addresses much needed learning growth, the Beginning of the year assessment window for mClass testing (which assesses grades K-3 literacy), and MAP Growth (which assesses grades 3-12 Reading, Language Usage, Math) opened in the first week of September. Students will be completing the assessment throughout the month. Teachers will be analyzing the data immediately and using it to further tailor their instruction for the remainder of the semester.

The results from last years AKSTAR English language arts and mathematics assessment results, and Science assessments will be discussed in this Board meeting. Strong growth in the 3rd grade cohort are powerful evidence of the importance and success of targeted interventions following our focus on the Reads Act last year. These results will be sent home to parents in coming weeks. To support our families the results will include an explanatory letter and a parent guide. And as always, for anyone with questions, or who needs more information, please feel free to contact your child's teacher.

The Board supported the addition of literacy interventionists on every site in this school year and while we are still trying to fill some positions, the NSBSD campuses that have interventionists are hard at work with our students. Interventionists are consistently pulling students for an additional 30 minutes of small group time across the school day. This results in these students getting up to an additional 600 minutes of reading instruction by our reading interventionists each month.

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

Commencing October we'll deliver our first round of intensive courses offerings to all students District wide. Students can come to Qatqĩññaġvik for these courses that will include heavy machinery, video productions, skin sewing and a sports nutrition intensive. In November the intensive offerings will include welding, arctic survival, another video production program and atikluk making with Susan Hope.

The QLC is also planning with Conoco to support a student intensive cohort to visit facilities and experience job offerings. This will likely be two offerings in November another in Spring.

In addition, we have finally located a cosmetology instructor who will be working with QLC staff to develop an introductory intensive offering this year.

Curriculum and Instruction are in discussions with the ANSEP program with a view to bringing a program offering on-Slope. Our focus is to re-energize the STEM offerings in the our curriculum and in our schools. Based on ANSEP capacity, this will be a middle school offering with a view to preparing students who are interested in participating in the high school program.

Goal: Graduate bilingual students

Both Uqautiluġa Iñupiatun Immersion Program classrooms at Ipalook have had a great start to the school year. The K3/K4 classroom has been working on the Ilatka unit focusing on family and kinship and will be transitioning into learning about animals next. The Kindergarten classroom went on their first field trip to set and check nets - catching a variety of fish which Iļisaurri Mikaina cut up including aanaakliq for the students to see the internal organs which they have been learning about in class. Students then helped process and cook the fish to enjoy in class. The first aġayukaat potluck was held as well and parents engaged with their students in a variety of hands on learning activities while enjoying a dinner meal together. Parent engagement and parent involvement is a priority of the program so the language can be present and sustainable in the homes also.

In addition to the immersion programming that's being implemented at Ipalook Elementary School, Director Pili and Consultant Najinaaq Edwardson will be working on a travel plan to visit the village sites to do community engagement regarding the Uqautiluġa Iñupiatun Immersion Program being implemented in our villages. We continue the call out for a village and community that have a speaker or speakers who are able to support the opening of the Uqautiluġa Iñupiatun program in their school in 2025-2026.

The new IVALU App has been uploaded to all student ipads for use and the website is now live! IED have been working with Iļisaurrit on navigating the new system with students to ensure maximum exposure to the features of the new program.

Domain: Student Social & Emotional Wellbeing

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

The school climate connectedness survey results will be presented to the Board today and we're extremely happy to report a dramatic increase in participation and strong results in many areas of student engagement and wellbeing. The District intends to use these results to plan and focus on areas for improvement in the coming months.

As mentioned in our community collaboration domain, our Student Services social and emotional wellbeing coordinator is leading a multi-stakeholder, year-round, district wide bullying prevention program that will be launched in October, as we emphasize positive messaging about inclusion and no tolerance for bullying.

September 2024

Our Student Services counselling coordinator has travelled this past month to Ulguniq, Kali, and Anaktuvuk Pass to support counselors and staff with school openings and has also been providing training sessions for all counselors in the *Second Step* curriculum. The *Second Step program* is a social-emotional learning (SEL) curriculum that helps students develop social skills in the classroom. The program is designed to help students with a range of skills including managing emotions, forming healthy relationships, making good decisions, resolving conflicts, working with others, identifying and understanding their own and others' emotions, choosing positive goals.

The Student Services Department is piloting a new grief group for students that will meet during lunch at BHS for six weeks. The groups will be in-person only and we are currently working to find ways to offer them to all schools across the Slope, possibly on a fly-in rotational basis.

With staffing shortages still affecting our schools and to provide extra help to meet compliance obligations for special education, at this meeting administration is requesting approval to engage a contractor company to provide a long-term SPED substitute in Nuiqsut and an itinerant SPED teacher in Anaktuvuk Pass. While we continue to recruit for new FTE's we are also balancing staff housing pressures which lends weight to the need for itinerant solutions.

Staff Support & Professional Development

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

Our new HR Director Loretta Ebnet has joined our leadership group and settled in immediately, offering a calm and clear direction to the HR Department. Director Ebnet has recently spent 5 years in Hawaii so she will be bracing herself for the change in climate. She is a highly experienced HR professional with over a decade organizational leadership, employee relations, and strategic HR management.

5 new H1B staff will join us in the next month which will greatly assist the sites that are utilizing subs and paraprofessionals. Having experienced several years of staffing shortages we are now moving to a policy of year-round recruitment and will soon be targeting a number of other countries that qualify for H1B visa approvals.

To support all staff and provide certainty about evaluations and progressive discipline our Principals attended a session led by District legal representative Mr Sedor. This session reiterated the importance of consistent evaluation processes, documentation, clear communications, handling difficult conversations early, and a progressive discipline matrix.

Financial & Operational Stewardship

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

NSBSD has completed the 2023/2024 Financial Audit. There were no findings, material weaknesses, or significant deficiencies identified by the auditors at Altman, Rogers & Co. In short, NSBSD had a clean FY24 audit.

A clean audit demonstrates that the District is operating transparently and following accounting standards, and shows that the District has strong internal controls which fosters financial integrity and boosts stakeholder confidence. The Administration is extremely grateful for the work of former Director Niedermeyer, the Business Office staff as well as the work of all supporting Departments who have contributed to us receiving a 3rd consecutive clean audit. The auditor will report to the Board at this meeting.

The District Federal Programs coordinator has been meeting with schools/departments to ensure they keep on track with spending grant funds on programs/initiatives that align with the District goals. Business Office staff are also currently evaluating credit card and virtual payment applications to determine which program would best fit the needs of the School District. Taking payments via credit card, or allowing for payments to be made online will decrease the need for

cash handling on sites, increase the District's cash flow and will create some efficiency in collecting money when groups fundraise for student activities.

In M&O, the preliminary RSA audit delivered to us and included in this Board report, we now have a comprehensive and up-to-date overview which will allow the Maintenance and Operations Department to develop a more targeted and prioritized 6 year plan for the District.

Contractor delays with the delivery of security equipment for Tikiġaq and other sites appear to have been resolved and we are looking forward to the Tikiġaq school being the first to have the new upgraded security system in place.

Drills at schools have commenced and the District was 100% in compliance for August. Our Emergency Management Coordinator continues to deliver training to all sites with a training and drill report available in the Board report.

Conclusion

We are on track with programs already seeing growth for our students. Our Slope wide average of 77% attendance in the first week dropped off slightly toward the start of September but we are seeing another lift back to 77%. Our minimum attendance of 80% is well within our reach with 5 sites achieving that attendance rate at some point in the last month. Our task is to now to reach and maintain that 80% goal all month.

To all our staff - directors, departments, custodians, transportation, food services, to our families, community leaders, and students – all to all those who collaborate with us to bring a better and brighter educational experience to all our students, every day – Quyanapqak! To our Board thank you for continuing to provide clear guidance and support to achieve the Mission you have set out so clearly for our District. And to those who have lost loved ones we once again send our strength, condolences and prayers. We are always stronger together and as a District we are proud to work for you and walk beside you and your children every day to help make the future better for all.

End report DSV

Department Reports

Curriculum & Instruction - Caitlin Santos

Family & Community Collaboration

- In the board packet, you will notice a memo for a grant-funded project titled “Repair, Rebuild, Revitalize; Culture and Languages Course Enhancements.” This is a multi-year grant funded project to develop and enhance specific courses. One of the best parts of this project is that it specifically works to include students, and community experts in partnerships. Opportunities will be available for content area experts, story tellers, as well as those interested in learning more about how to capture oral history and cultural knowledge digitally.
- Members of the Curriculum & Instruction team recorded a radio show this month discussing department updates and major projects for the year.
- AKSTAR and Science assessment results will be sent home to parents in coming weeks including a letter explaining the results and a parent guide. For those with questions, or who need more information, please contact your child's teacher.

Culturally Responsive Instruction

- Curriculum & Instruction team members have been holding individual School Improvement meetings with identified schools, ensuring that all goals, outcomes, and measures are aligned

with district strategic plan and pedagogy implementation. Sites that are newly identified will be holding community meetings, establishing School Improvement teams, developing goals, and a budget to support them.

- There have been a multitude of personnel shifts at the State, including within the Department Reading Program (which support the Reads Act). For identified sites, this includes state-provided coaching for instructional staff and building administrators. Although the start of this program has been delayed, we do anticipate getting underway in the next month.
- Building interventionists are working with Curriculum & Instruction team member Christina Nash to begin performing diagnostic assessments and providing direct instructional support to our most struggling students.
- The Beginning of the year assessment window for mClass (grades K-3 literacy), and MAP Growth (grades 3-12 Reading, Language Usage, Math) opened the first week of September. Students will be completing the assessment throughout the month. Teacher will analyze the data right away and use it to further tailor their instruction for the remainder of the semester.
- The instructional team has spent time analyzing data from state summative assessments - please see the attached memo for more detailed information.
- Curriculum and Instruction is working to ensure that all sites meet state regulations for instructional minutes. As a follow up, we plan to do a study during Semester 2 on student contact time by teacher and site.
- The State of Alaska has made qualifying changes to the Alaska Performance Scholarship. Letters were sent home to students who graduated last year, and may now qualify for funding, or an increased level of funding. More information is available from site counselors or Student Records.
- Members of the instructional team have a continued presence in schools including filling-in while awaiting long term subs and permanent teachers, as well as our support and coaching activities.

Iñupiaq Education - Tenna Pili

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

- **IHLC - Iñupiaq Mentor-Apprentice Program Proposal:** The Iñupiaq Education Department has been working with the NSB IHLC to collaborate on implementation of an Iñupiaq Language Mentor-Apprentice Program called Iñupiaqulsisa! (Let's become really good Iñupiaq speakers!). Implementation of a mentor-apprentice program directly aligns with an NSBSD strategic plan and supports our goal in supporting and enhancing the Iñupiaq language program. As we continue to grow our teaching workforce in our Iñupiaq Language Program and Uqautilunja Iñupiatun Immersion Program, we will work to run parallel the Ilisaurriqutqa Program and the Iñupialgusisa Program to increase local capacity and increase language proficiency and fluency of our teaching staff.
- **Updates to Iñupiaq Language, Local Social Studies, & Science Curriculum:** The Iñupiaq Education Department is working with the entire instructional team to support the grant-funded "Repair, Rebuild, Revitalize; Culture and Languages Course Enhancements" multi-year project. This project will be focused on student-led initiatives and learning, enhancements and updates to our local social studies and science curriculum, and growing our Iñupiaq language program through additions of secondary courses including Iñupiaq Grammar and Conversational Iñupiaq courses. We will be working community partners as well as content area experts throughout this initiative.
- **Iñupiaq Fine Arts Program:** Susan Hope has joined the Iñupiaq Education Department as the Iñupiaq Fine Arts Program Facilitator this year and has hit the ground running. She has participated in facilitating programming during Atqasuk's Classroom on the Nuna, in Kaktovik

at Harold Kaveolook School, and is working on plans to travel out to each village site multiple times this year. Her main focus is to provide intensive programming with students throughout the school day and also programming for community members and staff in the evenings and/or weekends while she is there. She is also working to provide support to site's cultural inservices. While she is not traveling, she will be implementing intensives in Utqiagvik to all four sites here as well as working with Qatqinñiagvik to provide student intensives in their schedule. We have been extremely grateful and excited for Susan's support thus far and are looking forward to providing more details in our future reports.

- **Iḷisauriḡuqta Program:** We continue to work with our partners in supporting the Iḷisauriḡuqta Program. Fall classes have started both at Iḷisaḡvik College and UAF, and the Aullaḡvik 2.0 with ASCF is underway. We continue to recruit local people into the program as well as support those that are continuing into year 2. This continues to be a well-received program with different options for our local people that are interested in working in education and in our schools.
- **Elders & Youth Conference Planning:** Director Pili has been working with Activities Coordinator Zanazzo in partnership with the North Slope Borough Mayor's Office and MYAC in planning and preparing for the upcoming statewide Elder's and Youth Conference in Anchorage, AK, in October. We have been working on putting together educational programming around the conference and recruiting students into the program to participate in this opportunity. Our partnership with the Mayor's Office has been integral and we are looking forward to our continued work to support our students of the North Slope.

Culturally Responsive Instruction

Goal 2: All students perform at or above grade level

- **On-going Site Based Support:** The Iñupiaq Education Department continues to provide ongoing support with curriculum, instruction, and culture-based unit implementation. We will continue working with the instructional team to provide comprehensive support through PLC's, site inservices, and district inservices.

Goal 4: Graduate bilingual students

- **Uqautiluḡa Iñupiatun Immersion Program:** Both classrooms at Ipalook have been off to a great start. The K3/K4 classroom has been working on the Iḷatka unit focusing on family and kinship and will be transitioning into learning about animals next. The Kindergarten classroom went on their first field trip to set and check nets - they caught a variety of fish and Iḷisauri Mikaina cut up the aanaakliq for the students to see the internal organs they have been learning about in class. They helped process and cook the fish to enjoy tasting in class. The first aḡayukaat potluck was held as well and parents engaged with their students in a variety of hands on learning activities while enjoying a dinner meal together. We are excited to continue our parent engagement and increase parent involvement throughout the year.

In addition to the programming that is being implemented at Ipalook Elementary School, Director Pili and Consultant Naḡinaaq Edwardson will be working on a travel plan to visit the village sites to do community engagement regarding the Uqautiluḡa Iñupiatun Immersion Program implementation in the villages and identify one school site by December 2024 for implementation in school year 2025-2026.

- **Iñupiaq Language Program:** Every year, we continue to enhance our Iñupiaq Language Program. This year, we have been working on finalizing our language curriculum in all of our Iñupiaq dialects primarily focusing on the Tikigaq, Nunamiut, and Ulḡuniq dialects to ensure our language scope and sequence aligns with dialectal correctness. Once we have the entire curriculum complete and updated with all four dialects, we will work to send out information to parents and make the curriculum available to all families of the North Slope.

We are still actively working on recruiting language teachers into the vacant positions – so far, our language teacher vacancies include:

- Nunamiut School (secondary)
- Nuiqsut Trapper School (secondary)
- Meade River School (secondary)
- Hopson Middle School (2 positions)

We are still actively looking for paraprofessionals as well, not only within the language program, but district wide.

Staff Support & Professional Development

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

- **Cultural Inservices:** Cultural inservices have been underway. We are on year 2 of implementing two separate days of cultural inservices at all sites, and they have been extremely successful thus far. Department staff have been working with site principals and community members in their planning to ensure successful implementation. We are looking forward to continued community support and collaboration, and continue to receive positive feedback regarding teacher involvement and outcomes from cultural inservices.

Student Services - Michael Hautala

Staff Support & Professional Development

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

I would like to recognize Mrs. Diane Seifert for her service to the district. Diane has been a valuable member of the community and a stalwart at Hopson Middle School for many years. I would like to say thank you for all your hard work.

Staffing is a challenge not only on the North Slope but for the State of Alaska. The remedy for this is a concerted effort to grow the local workforce and to attract quality candidates early in their careers to provide the continuity that the children need. Recruiting efforts have had some success recently, we have a lead on a solid candidate for the counselor position in Wainwright and to fill the vacant SPED teacher position at Hopson Middle School. To provide extra help to meet compliance obligations for special education we are looking at hiring a long-term SPED substitute in Nuiqsut and an itinerant SPED teacher in Anaktuvuk Pass. The driving force for these staff additions are the number of SPED intensive students at each site. At AKP lack of staff housing is the reason for itinerant staff.

Student Social & Emotional Wellbeing

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

Counseling

Training was provided on 9-11 in a morning and afternoon sessions on the use of *Second Step*, the district's adopted social emotional curriculum. Counselor Coordinator, Clay Moose has been travelling to Wainwright, Point Lay, and Anaktuvuk Pass to support counselors and staff with school openings.

Social Emotional

Student services will also travel throughout the year to each community to provide social-emotional student-based activities within the schools. The topics will involve coping skills, grief groups, and social skills groups. We will focus on working on skills for students to learn about all the different resources that the North Slope Borough School District and the North Slope have to offer.

September 2024

The Student Services Department developed a new grief group that will meet during lunch for six weeks and is open to students. We will work to offer this group to any schools across the North Slope that might have students who want to participate. The groups are in-person, so we can support the students through their journey.

This month, we have been able to engage at Hopson Middle School to provide a positive affirmation painting activity. The NSBSD, NSB Prevention, and IBH teamed up to work with the Hopson Middle School students for two days of social-emotional activities. NSB IBH Clinical staff provided an activity on mindfulness, healthy coping skills, and positive support. We then engaged in a tie-dye activity with the students. These activities will be occurring throughout the school year across the school district.

The NSBSD and NSB Prevention held our first Family Night activity on 09/04/2024. These Family Nights will start being themed to support our anti-bullying prevention and provide increased student and parent engagement. We are also in the planning stages for different engagement activities that we will start to roll out throughout the school year.

Qatqiññaġvik / Career & Technical Education - Jim Dube

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

The Qatqiññaġvik and CTE programs continue to pursue intentional and purposeful partnerships to benefit students. During the month of August this included:

–Meetings with Vincent Villella, the Northwest Regional Director of the Area Health Education Center. The purpose of these meetings was to lay the groundwork for the development of an Allied Health CTE pathway.

–We went to Ilisagvik College twice; once to meet with CTT/Workforce Development staff about opportunities for our intensive classes through the QLC, and later to attend their workforce roundtable. These were productive meetings that are leading to intensive class offering in November, as well as to relationship building with other entities in the Borough.

–At the borough level, we met with the Fire Chief to discuss OJT opportunities as well as a potential weeklong EMS intensive, and with Daniel Thomas, Advisor to the Mayor, to share some of the plans we are working on to expand our intensive offerings, and to ask for their help in developing a new intensive focused on leadership/government.

–We met with existing intensive instructors in Culinary Arts and Teen Sports/Nutrition. They held intensive classes in the villages last year; we intend to expand those offerings this year to include students in Utqiagvik as well as villages that did not have the opportunity to participate in these classes last year.

–We held meetings with potential new instructors in the area of unmanned aerial vehicles (drones), and video productions.

Culturally Responsive Instruction

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

At the time this report is being written, we are wrapping up the final plans for our first weeklong intensive to be held the week of October 7-11. We are striving to offer a cultural arts intensive class whenever we bring students into the QLC. For this first phase, Susan Hope will be teaching an Atikluk sewing class.

Staff Support & Professional Development

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

The CTE department is leaning into its role as part of the instructional team. During the first district-wide PLC we held a breakout session for CTE instructors on supporting literacy and numeracy efforts in the school. We have also joined C&I's coaching program. This year Kent Mingneau will play an active role in coaching & supporting the CTE instructors in the villages.

Information Technology - Reginald Santos

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

Summary:

On August 29, I had the opportunity to meet with the Kaktovik School Advisory Council to address an ongoing issue regarding the care and handling of NSBSD-provided laptops and other technology. The purpose of this meeting was to revisit the terms of the Student Technology Acceptable Use Agreement that both students and parents signed at the beginning of the school year and to emphasize the financial and educational impacts of negligence in caring for district-issued technology.

Discussion:

During the meeting, I politely reminded the Council members of the signed agreement, which outlines the expectations for proper care of district technology, as well as the financial responsibility of families in the event of damage, loss, or theft. I highlighted the increase in damaged laptops we have observed across the district and explained how this has not only resulted in higher repair costs but also disrupted students' access to important learning tools.

I urged the Council members to assist the district in educating their children about the importance of caring for their laptops. Our goal is to foster a sense of accountability among students to ensure that these devices are used responsibly and remain available for the entire school year.

Key Points Discussed:

- The financial consequences for families when laptops are damaged or lost, as outlined in the agreement.
- The importance of reporting any incidents of damage immediately to the school administration.
- The role of both teachers and parents in monitoring and reinforcing the proper use of district technology.
- Encouragement for parents to have ongoing conversations with their children about taking responsibility for district-issued technology.

Conclusion:

The meeting was well received, and the Kaktovik School Advisory Council acknowledged the importance of addressing this issue. I am hopeful that with the support of the council and the broader community, we will see improvements in the care of NSBSD technology, benefiting both students and the district.

I will continue to monitor the situation and provide further updates as necessary.

Action Items:

- Follow-up with Kaktovik School to ensure parents and students are reminded of their responsibilities.
- Continue collaborating with school principals and teachers to address any recurring incidents of damage or negligence.
- Meet with the rest of the advisory councils of other schools across the district to reinforce the message and ensure consistent adherence to the Technology Use Agreement.

Business Office - Megan Williams

Staff Support & Professional Development

- Secretarial and front office staff attended the Alaska Association of School Business Officials (ALASBO) Secretary workshop on August 20th. These virtual training sessions will be held 6 times throughout the year and cover a range of topics that provide valuable insights and skills that are crucial for an employee's ongoing professional growth and the effective operations of the School District. The topics in August were roles & standard duties as a secretary and the workshop presenters emphasized how much of a support the front office staff members are to the operations of the school.

Financial & Operational Stewardship

- The District Federal Programs coordinator has been meeting with and is scheduled to meet with schools/departments that have grant fund allocations to keep them on track with spending grant funds on programs/initiatives that align with the District goals.
- Business Office staff are currently evaluating credit card and virtual payment applications to determine which program would best fit the needs of the School District. Taking payments via credit card, or allowing for payments to be made online will increase the District's cash flow and will create some efficiency in collecting money when groups fundraise for student activities.
- NSBSD has completed the 2023/2024 Financial Audit. There were no findings, material weaknesses, or significant deficiencies identified by the auditors at Altman, Rogers & Co. - in short, NSBSD had a clean FY24 audit. A clean audit demonstrates that the District is operating transparently and following accounting standards, and shows that the District has strong internal controls which fosters financial integrity and boosts stakeholder confidence.

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.
- **Bleachers Procurement** – delivered. Installation date TBA.
- **HVAC System** - HVAC testing and balancing; report received.
- **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

BARROW HIGH SCHOOL

September 2024

- **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.

UPDATE: RSA will provide new analysis including newer mechanicals being installed by UIC.

- **Mechanical System upgrade-** Substantial completion. Punch list commencing.
- **Gym Floor-** Installed and waiting for the full recommended timeframe for paint and sealant to cure.
- **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 Barge, will be installed as soon as delivery. Wall completed for fixed installation.
- **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 KAVEOLOOK SCHOOL

- **New School-** Pylons are complete and in-ground. Flooring and walls have begun.
- **Interim School Lockers Procurement-** Procurement in progress with Sourcewell and CIPM.

KALI SCHOOL

- **Bleachers-** Procurement in 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 put out to 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.

September 2024

- **FFE Furniture**-Has been sent to Storey-Kenworthy for updated pricing and purchase through Sourcewell. Work continues finalizing bids and quantities.

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. No bids for installation were received. CIPM is working on ATN for Arctic Rural to install.

NUNAMIUT SCHOOL

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

TIKIGAQ SCHOOL

- **Kitchen Remodel**- NSB CIPM waiting for proposals. **UPDATE:** CIPM working with several companies on project scope.
- **Security “Funnel” and door alarms**- Delays with manufacturer. The tentative date to commence installation will be the end of September.

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** – Design. NSB CIPM awaiting proposals. RSA audit will determine what pieces are needed for completion.
- **Vehicle Procurement**- Vehicles began arriving 4/15/24. 90% completed.
- **HVAC & Mechanical System Upgrades and Standardization**- Design; site visits will be scheduled and will bid a task order contract for construction. CIPM awaiting proposal. RSA assessment will determine updated needs.
- **Video Surveillance and Access Control System Upgrades & Standardization**- 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. This will need to be done in phases due to costs and scope.

Domain action area: Safe, modern, high performing facilities

EMERGENCY MANAGEMENT

- Emergency Management Coordinator, Ty Cunningham, has been working towards all schools having their individualized emergency plan, training, and updated flipcharts for each room and classroom. Mr. Cunningham has also been working towards the emergency plan for each room having an emergency go-bag with supplies, a radio, and emergency blankets for colder weather. Starting this school year, All items have been delivered as of the start of school and Emergency Management signage was distributed to all school sites. Mr. Cunningham will also be providing first aid and CPR classes available to all staff within NSBSD. Below are charts outlining

September 2024

Mr. Cunningham's progress as of September 4th, 2024, for schools and offices as well as drill results for August for school sites. The district was 100% in compliance for August.

NSBSD **SCHOOL** GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 09/03/2024

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	4	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	Sept 23-27	Nov 4-8	Oct 14-18	Sept 9-13	Sept 16-20	Oct 7-11	Nov 11-15
GO-KITS/Blanket											
RADIO 2-WAY											
1st AID TRNG	9-Dec	9-Dec	9-Dec	9-Dec	Sept 23-27	Nov 4-8	Oct 14-18	Sept 9-13	Sept 16-20	Oct 7-11	Nov 11-15
CPR TRNG	9-Dec	9-Dec	9-Dec	9-Dec	Sept 23-27	Nov 4-8	Oct 14-18	Sept 9-13	Sept 16-20	Oct 7-11	Nov 11-15
AED TRNG	9-Dec	9-Dec	9-Dec	9-Dec	Sept 23-27	Nov 4-8	Oct 14-18	Sept 9-13	Sept 16-20	Oct 7-11	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
- Purple = M&O will begin setting up training 2024-2025

NSBSD OFFICES GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 09/03/2024

SCHOOL

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

[illegible]

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

Purple = Needs Confirmation

August Drill Report

Select School		EVACUATE "To a Location" (5 Per Year required. May be done with fire system testing.)	HOLD "In Your Classroom or Area" (1 Per Year Required)	LOCK DOWN "Locks, Lights, Out of Sight" (2 Per Year Required)	SECURE "Get Inside. Lock Outside Doors." (1 Per Year Required)	Grand Total
	0					0
Alak School, Wainwright		1				1
Barrow High School, Utqiagvik			1			1
Eben Hopson Middle School, Utqiagvik				1		1
Fred Ipalook Elementary School, Utqiagvik		1				1
Harold Kaveolook School, Kaktovik		1				1
Kali School, Pt. Lay		1				1
Kiita Learning Community		1			1	2
Meade River School, Atkasuk		1				1
Nunamiut School, Anaktuvuk Pass		1				1
Tikigaq School, Pt. Hope		1				1
Trapper School, Nuiqsut		1				1
Grand Total	0	9	1	1	1	12

Domain action area: Financial management of sites and departments directed to the mission of the district

M & O GENERAL OPERATIONS**1. ALL SITES WORK ORDER PROGRESS: (July 1st through September 4th)**

SITE	Non-PM	PM	Grand Total
AIN	4	98	102
AKP	1	58	59
ATQ	18	68	86
BHS	25	52	77
HMS	14	52	66
IPK	25	52	77
KAK	14	2	16
KLC	2	62	64
NUI	26	55	81
PHO	29	131	160
PIZ		73	73
TRANS	71	3	74
UTQ. HOUSING AND OFFICES	123	206	329
Grand Total	352	912	1264

SITE	CLOSED	OPEN	Grand Total
AIN	23	79	102
AKP		59	59
ATQ	6	80	86
BHS	65	12	77
HMS	63	3	66
IPK	67	10	77
KAK	14	2	16
KLC	60	4	64
NUI	73	8	81
PHO	33	127	160
PIZ	23	50	73
TRANS	68	6	74
UTQ. HOUSING AND OFFICES	204	125	329
Grand Total	699	565	1264

Count of Events (SCHOOLS)

Row Labels	AIN	AKP	ATQ	BHS	HMS	IPK	KAK	NUI	PHO	PIZ	Grand Total
AUG. 2024	10	11	29	52	134	24	5	4	12	80	361
JULY 2024	52	37	25	1	59	8	25	24	16	25	272
SEPT. 2024	8	6		7	18	8	1	2	7	12	69
Grand Total	70	54	54	60	211	40	31	30	35	117	702

Itinerant Housing Requests

Row Labels	IHR AIN	IHR AKP	IHR ATQ	IHR CO2	IHR KAK	IHR NUI	IHR PHO	IHR PIZ	Grand Total
AUG. 2024	3	20	42	118	20	5	16	60	284
JULY 2024	13	9	24	84	3	3	6	37	179
SEPT. 2024				1	1		3	1	6
Grand Total	16	29	66	203	24	8	25	98	469

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Row Labels	AIN	AKP	ATQ	BHS	HMS	IPK	KAK	NUI	PHO	PIZ	Grand Total
AUG. 2024	10	11	29	52	134	24	5	4	12	80	361
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JULY 2024	13	9	24	84	3	3	6	37	179
SEPT. 2024				1	1		3	1	6
Grand Total	16	29	66	203	24	8	25	98	469

Staff Support & Professional Development

All Plant Managers will be attending a class at Ilisagvik.

- **HazWOPER** This course introduces students to recognition of, protection from, and working with hazardous substances during clean-up activities at work sites containing hazardous waste substances. This course complies with federal regulations 29 CFR 1910.120 and applicable EPA regulations. A 40-Hour HAZWOPER Certificate shall be issued upon successful completion of the course.

Student Activities - Steve Zanazzo

Football

The Barrow Whalers have had a challenging year so far. They have played two teams in a higher division this season and come up short in both of those contests. The Whalers did play conference opponent and re-match of last year's State Championship game Kenai at home on August 24th and beat them in a very exciting overtime game! Also, in the first time in program history, the Whalers hosted a Friday Night Lights game against Wasilla on August 30th. Although they came up short on the scoreboard, it was one of the most attended games in recent history. Coach Battle has named it the Midnight Sun game and looks forward to this new tradition each season.

Football Cheerleading

Coach Knapp and the Whaler Cheer Squad are getting the home crowds cheering louder than ever this season. The Whalers collaborated with the Wasilla cheerleaders for the National Anthem and

presenting of the colors in the Midnight Sun Game. The Whalers were a great host to our visitors from the south!

Volleyball

The Whaler Volleyball teams have been on the road the first two weeks of the season. First, they headed to Seward for the North/South Invite and then to the Valdez International. It's Homecoming weekend on September 12-14 where they will host home matches against Redington High School. Mark your calendars for the Whaler International on November 1-2 when they host Mountain City, Seward, Juneau and Nome-Beltz High Schools.

Mixed-6 Volleyball begins practicing this month with matches beginning in October after State XC Run. Kali is set to host the regional tournament on November 22-23rd.

XC Run

Six of our eight high schools are participating in xc run this season. All six participated in the Palmer meet on September 7th Barrow High School is hosting an all-schools meet on Friday, September 13th on the newly designed course layout by Coach Foral. This will also be the same course that all runners will use for the regional meet on the weekend of September 27-28. The North Slope Conference(Nunamiut, Meade River, Kali, Tikiqag and Trapper) will run on the 27th hosted by Trapper. Barrow High School is hosting the races on the 28th with Bethel, Kotzebue and Nome coming into town.