

Administrative Report

Superintendent Office - Pauline Harvey

The Assistant Superintendent, Mark Roseberry, and I went on a short trip to Kaktovik and Nuiqsut on July 20-22, 2020 to look at the progress of the temporary structure in Kaktovik, as well as to visit with village stakeholders, the SACS, tribal councils, and city government officials. The reception in both villages was wonderful and we had great discussions on the fall re-entry of school. We plan on visiting the remaining villages of Tikigaaq, Wainwright, Anaktuvuk Pass, Atqasuk and Point Lay beginning September 15th. I am an advocate for all the schools in the NSBSD, and that means taking the time to visit with the stakeholders in all the villages as well as Utqiagvik school stakeholders.

It looks like the progress on the Kaktovik temporary structure is on schedule and they should be ready for the startup of school. They had some setbacks due to the COVID-19 pandemic to get supplies in, but we are grateful that they will have the structure ready and on time. We have also had IT out there getting the internet set up as well.

We have been very busy preparing for fall re-entry of school using the template that the state has recommended we use. We are presenting to the board our operations plan on July 31, 2020 with a recommendation of starting school on the 27th of August, 2020. We have been working tirelessly for several weeks on looking at the components of the low, medium, and high-risk levels and pay attention to the detail that includes human resources, maintenance and operations, transportation, food service, and instruction, to name a few. We are focusing on three priorities: Safety of all students, staff, and community members, Social-Emotional well-being of all students, staff, and community members, and Targeted Instruction. As we move into the initial weeks of school, we will continue to monitor the risk levels as well as paying attention to pieces of our plan that work and don't work. The plan is not a perfect plan and needs to be nimble and flexible. I am very proud of my staff and administrative team whom have worked endless hours on this plan. We want to continue to provide support and resources to the needs and concerns of all the schools and staff members, as well as the community concerns.

We have also been slowly developing capacity, and now have a CFO, an Assistant Superintendent, a new Human Resources director, as well as 15 out of 20 teachers hired. We want to thank the board for allowing us to hire a contractual HR person to assist us with these needs. We are also getting ready to do interviews for a new M&O Director and Coordinator. With the pieces coming together as far as personnel, we are now going to be able to better address the needs of our schools in the midst of the global pandemic.

Lastly, we are committed to addressing the community's needs as we work through the flexible plan for fall re-entry of school. We welcome any and all communication and suggestions as we welcome back our students to the 2020-2021 school year. I feel that we are better prepared than we were three months ago when I first came on. I want to thank the board for their immense support during these trying times, as well as my incredible staff for their dedication and commitment to the students of the North Slope.

Curriculum & Instruction - Kathleen Fisher for Liz Noble

We have hit the ground running in Curriculum & Instruction (C&I). We are excited to have two new staff members in our department who began on July 15th. Kim Neakok joined our department from Point Lay. Kim has been with the district since 2008 as a classroom teacher and a school counselor. We are excited to have her join us. Kim will be our assessment and accountability point person and our district test coordinator. We have also gained another instructional specialist,

Nathan Freeman. Nathan will focus on our educational technology needs and provide support to our staff and students as we move into the FY21 school year.

We also want to welcome back Ranel Gandia. Ranel came to our Department last year and has done a great job preparing and working with IT and individual buildings to update and have the FY21 Enrollment Packet ready for parents. Ian Acuna, data specialist, has been working hard updating PowerSchool and preparing rosters for our computer-based programs and assessments. We welcome our new, and returning, staff members and the expertise they bring.

Within our department we are working on creating, systematizing, and implementing a Smart Start Plan that will allow for transitions between levels of COVID-19 responses. Our next step in this project will be to work with principals, as they arrive on site, to develop targeted responses to meet the needs of each community. We will identify resources to provide to individual students, and families, based on needs that may be identified due to the spring non-contact days. At the same time, we will work to provide the content needed for each student to make progress this school year.

Principal and New Hire In-service are going to look a little different this year. We have been working hard to make sure that all staff are provided the information and training needed for a successful school year. We have a plan moving forward that will get the information to teachers and principals allowing for safe re-entry based on community and statewide restrictions. As always, our goal is to have a safe and targeted learning environment.

Special Education / Student Services - Lori Roth

The Student Services office has been busy getting ready for the FY21 school year. We would like to welcome back Sharene Ahmaogak as our Student Services Secretary III and MattieJo Agheak as our temporary summer support. Both Sharene and MattieJo have been instrumental in helping us get caught up and develop new systems to support students during the FY21 school year.

We are excited to say that all our SPED teacher positions are filled and the teachers are on the way. A big thanks to Human Resources and site principals for all their support contacting and interviewing staff. Due to COVID-19 community and state-wide restrictions, the SPED new hire training will take place via distance. New SPED teachers will tentatively receive training in our processes and web based program on August 7, 2020. We hope our new SPED teachers (NUI, BHS, PHO) will have safe access to our schools, or internet, so the training can be done via zoom. If they are not able to attend via zoom, the training will be recorded for future use.

The SPED database, Goalview, has been updated and formatted to be used as our electronic repository for SPED compliance paperwork. We will continue to have paper files at CO2, but utilizing Goalview to house documents will allow for a confidential transmission to individual sites. Access to documents is limited at the building level to maintain confidentiality.

The Special Education Teachers have been, and will be, working hard developing protocols for delivering special education services thru remote delivery. Each building has a Kubi iPad with an enhanced microphone. The Kubi allows for movement of the iPad and the microphone allows for the speech therapist to hear speech sounds not picked up by traditional microphones. We would like to welcome back Sara Ecker and Donald Zanooff, Speech Language Therapists. We are also fortunate to have Margie Moviel, occupational therapist, and Sharon Justice, physical therapist, returning as part of our Special Education Team. We have been fortunate to contract with Paul Stevenson and Betsy Gerace, to deliver our school psych needs. Due to the non-contact days during the fourth quarter, we will be reaching out to parents and completing some testing and observations we were not able to do at that time.

The school counselors have been busy at work developing a plan to provide social emotional support to students and families whether it is face to face or remote. Upon return, counselors will meet and develop a plan to provide remote social emotional support to students whether individually or in a small group. Counselors will also be reaching out to local community Agencies to come up with a partnership for services such as groups and/or referrals. School counselors will continue to play a role in scheduling. Upon return, principals will work with staff to develop a re-entry plan to keep students, and staff safe. The counselors will work with general education staff to build social emotional supports into the classroom whether the classroom is face to face or remote. All counselors will be trained in restorative Practices, Restorative Circles, and Non-violent Crisis Intervention techniques.

With Board approval, Student Services will continue to contract with Elle Bredthauer and Nick Hanson. Ella provided our training and on-going coaching for positive school climate, Restorative Practices, and Restorative Circles. Ella is a certified Non-violent Crisis Intervention trainer and will provide training to our staff as required under House Bill 44. Nick Hanson's contract will continue into FY21. He was originally scheduled to fly across the Slope in April sharing words of well-being and good mental health. Due to travel restrictions and social distancing, Nick reached out to our schools and communities via zoom and Facebook Live. We look forward to Nick's positive words and encouragement to students during these changing times.

State & Federal Grants - Lori Roth

NSBSD has been working hard to submit end of the year reports for all State and Federal grants. The Title Grants have been "substantially approved" which means there are a few things to revise but the funds can be utilized. The Indian Ed grant has been approved and the budget has been set based on the feedback from the FPPAC in May. A big Thank You to the FPPAC for their feedback and time?

The Migrant Education grant currently has 5 trained recruiters. Three from Utqiagvik, 1 from Nuiqsut Trapper, and 1 from Atqasuk. We are approaching the recruiting period. Our goal is to have as many students identified as possible between August and the end of November. Four distance training options for additional Migrant Ed Recruiters will be offered by the Department of Education in August and September. Our goal is to have as many recruiters as possible across the Slope

Our schools identified by the State in need of school improvement are PHO, NUI, AIN, KLC, BHS, AKP, and ATQ. Due to COVID-19 any inspect funds from FY20 will be rolled over to FY21. Our FY21 applications were submitted to the Department of Education on time and were "substantially approved". Now that the principles are back, we will revise the applications as needed and re-submit for approval.

Training will be provided to our Title 1 Principals for required documentation and additional support. We are excited to share that Kali school has met the criteria as a school-wide Title school. That means Kali will have additional resources to meet the needs of their students and families.

Inupiaq Education - Ronald Brower Sr.

Inupiaq Education Department (IED) personnel, Tennessee Judkins and Ronald H. Brower Sr., returned to duty on the week of July 12 and began work on the COVID - 19 school re-entry plan with the Curriculum and Instruction team. Prior to summer break, IED staff, Tennessee Judkins and Dora "Alu" Brower, reviewed the Project Mapkuq Cultural Based Units(CBUs) to be implemented to designate which materials and resources needed to be digitized for classroom use during the AY 20-21 since reopening plans changed based on Coronavirus (COVID-19) status.

Partnership meetings with Alaska Humanities Forum (AHF)- Aullaagvik training for new hire are held each Wednesday 11am -12am to report progress and discuss tasks needed to complete from each team. Ilisagvik College (IC) is providing a 500-level course for new hire teachers to complete prior to going to their new jobsite.

Staff are involved in New Hire Orientation scheduled for August 3-7,2020 and developing modules for digital presentations to be completed by July 27th following the scheduled agenda.

Discussions with Inupiat Heritage Center (IHLC) staff are on-going to define how NSBSD and IHLC Oral Historians will further their cooperation in providing each site with instruction in Inupiaq history, language and culture with Inupiaq Language Teachers (ILTs) and other teaching personnel.

IED staff are providing Inupiaq history language and culture course syllabi and other support documents for the newly approved Qargi Academy and will provide the Qargi Academy assistance in the implementation of its programs.

Communication with the Inupiat Community of the Arctic Slope (ICAS) continues as we wait for the Tribe to approve its proposed Tribal Education Ordinance.

Under the Alaska Native Education (ANEP) SISamat Grant objectives, IED staff continue to work on unit development goals to meet the requirements of the grant in collaboration with other District staff.

Career & Technical Education - Mark Roseberry

The agreement between the NSBEA and NSBSD was completed which recognized the uniqueness of Qatqiñniagvik/RLC. The RLC teachers will work 220 days and they will have flexible planning times throughout the week so that they are able to work within the variable schedules that may occur in this program. A counselor was hired along with the music production and performance teacher. Postings for a construction, culinary and business teacher have been posted. And a posting for the RLC principal. The program is transitioning into a fully functioning career and technical program.

Business Office - Fadil Limani

The Business Office has been extremely busy over the last month working in a variety of things and is pleased to report the following:

Human Resources - Linda Saito

The Human Resources Department has worked hard to fill vacant positions in the North Slope Borough School District for teachers, principals, directors, classified staff, support staff, and added duty contracts. We would like to introduce our HR Team for the FY21 school year. Please welcome: Specialist I- Georgia Leavitt, Specialist II- Daphne Peters, Benefits - Daphne Peters, Specialist III- Lolohea Tea.

Additional departmental duties that support these hirings:

Processing paperwork for all new hire for benefits, retirement and payroll
FMLA/AFLA paperwork for all employees
Classified paperwork and benefits
Certified paperwork and benefits
Analyzing transcripts for placement on pay scale
Housing placement for Barrow personnel
Maintain classified and certified job descriptions and postings

Maintain employee and applicant files
Accurately and confidentially archiving personnel filing systems
Maintain records for added duty contracts for classified and certified personnel
Interface with employees regarding questions on personnel procedures
Cross-train with other employees to provide coverage as needed
Maintain records for unemployment

Summer work to support onboarding of School Personnel for coming year:

Interviewing and hiring of personnel
Completion of paperwork for Letters of Intent, Background checks, Certification and Contracts
Communication with new personnel about travel arrangements to sites
Communication with new personnel about New Hire Inservice
Work with returning teachers as needed for transfers, housing needs
Work cooperatively with Curriculum, IT, M&O, Transportation, Business and Student Services to provide successful New Hire Inservice
Present HR benefits, understanding of pay, FMLA, etc to new hire at In-service
Present HR information to Principals at the Principal Inservice

Additional Departmental work 2020

COVID Communication –State and local Press releases
Arranging flights for new hire
Arranging housing for new hire
Arranging food, transportation for new hire
Arranging COVID testing at Hubs for village travel
Communicating changes to hubs for testing and getting teachers to their sites
Stay abreast of the local COVID testing information to disseminate information to school personnel

New Hires that have been processed since May 1, 2020

Superintendent, Pauline Harvey, superintendent
Assistant Superintendent, Mark Roseberry
Human Resource Directors HR- Naomi Digitaki

New Principals: All principals for the 21 school year have been hired and are on-Slope.

Mark Jenkins- BHS
Geoffrey Buerger- KLC
Emily Roseberry- Qargi Academy
Cherilyn Tremarco- NUI (transfer)
Brett Stirling- PIZ
Brent Hammer- AP- IPK
Paul Gilbert – AP - PHO

New Hire Teachers

The District anticipates 25 new hire teachers being on-boarded the end of July. There continue to be 3 teacher positions (PIZ) and 3 school counselor positions open (HMS, ATQ, PIZ)

Information Technology - Everett Haimes

The NSBSD Information Technology department has been working to ensure the successful launch of the upcoming school year. Laptop and other hardware repairs have been very successful, wired and wireless network issues have been largely resolved, and new firewall policies are being applied to streamline the process of managing Internet access.

Several technology projects are currently underway, including a new wireless captive portal system requiring the acceptance of Internet Usage guidelines and providing a more secure method of onboarding personal student, staff, and visitor devices, also known as Bring-Your-Own-Devices or (BYOD). Content filtering will be improved with the use of SSL-Decryption, enabling the District firewall to inspect normally encrypted traffic to provide a much higher standard of protection for students across the District. The dedicated LightSpeed content filter is being retired in favor of LightSpeed's cloud-based offering, not only providing protection on the District network but at home as well.

Information Technology is beginning village travel in order to ensure technology infrastructure is ready to go prior to the beginning of school. Our plans include bringing all supplies required to be self-sufficient including meals and sleeping arrangements in order to ensure minimal presence within the villages. All technicians travelling to villages will have current COVID-19 tests in-hand and have been instructed to keep contact to an absolute minimum while remaining within the schools the entire duration of their visits if possible. In addition to comprehensive COVID-19 tests, quick tests will also be performed prior to travelling to each village. Travel arrangements have been made to Point Lay and Wainwright on July 27-30, Atkasuk on Aug 1-4, and Point Hope Aug 15-18. Providing there are no flight cancellations or delays, we also plan to visit Anaktuvuk Pass and Kaktovik after that. We will be ensuring the operation of all network and communication systems and will be upgrading all wireless access points to newer, higher-capacity models. We will also ensure all telephones and intercom systems are operational.

In case of red-level lock-downs due to COVID-19, we are working on multiple remote-access options. Both ASTAC and GCI are preparing remote access options from home, and we are also seeking funding to provide wireless connectivity options in all villages through the use of mobile-mesh wireless networking, keeping in mind that USAC/E-Rate rules will need to be strictly adhered to.

Maintenance & Operations - Mark Roseberry

- Summer projects continue on schedule. Itinerant carpenters, plumbers, and temporary staff are repairing and preparing schools for the up-coming school year. The COVID mask and sanitizing supplies have been ordered.

AKP

- Staff have been cleaning and sanitizing school building.
- Staff have been concentrating on decluttering areas.
- Getting three housing units ready for school year and tenants.
- At the present we have a carpenter working on roof of 4-plex (plus quarters) throughout the years, roof has developed leaks. For now we are working on temporary patching and planning for a more permanent fix. We were repairing doors, painting and other projects that we couldn't do during the winter.

MRS

- Meade River School was able to open the gym during the evening with funding from the City of Atkasuk.
- Meade River School continue to support the North Slope Summer Feed Program.
- Staff is getting school ready for opening of the school and we are moving right along and plan to be on schedule.

AIN

- UIC is doing the Waste Water Project, High School side of the building is about done, the plumber's, should be done this weekend.
- Install fixture by Carpentry and helper should done in 10 days , still have work to do under the School, till September, as for the School Maintenance,
- Custodian's planning to Wax and finish the High School, Shampoo, Library carpet, and the Main Office after the plumber turns water back on, but all project should not affect upcoming School

KAK

- Things are progressing well. All efforts are being made to get building ready, but we are behind schedule. We will not have water into the building until the 3rd week of July at the earliest .
- Cleaning will have to wait until we have water.
- If all goes well we should make it in time,..... but there is a lot that needs to happen yet.
- Bigger issue is teacher housing,
- Water and sewer are still issues for the teacher housing. Will plan for a plumber to travel to KAK to perform repairs.

NUI

- Prepared teacher housing for returning teachers
- Completed PM on boiler, and cleaning inside and outside of school
- Set up fuel tank
- Checked lift stations

Harold Kaveolook School Update - Fadil Limani

During Superintendent Harvey's recent visit to Kaktovik, a community concern was brought up pertaining to the removal of debris and scrap metal of the burnt school. We reached out to the Borough Public Works Director and received an update on the plan of action pertaining to such effort. In our discussion with Director Danner, he expressed that Nortec (Environmental Firm) had finished their assessment of the debris including the Alaska Department of Environmental Conservation (ADEC) granting the Borough approval for the disposition of the debris (ash) into the landfill. Additionally, Director Danner noted that the ADEC has approved the Borough to temporarily stockpile the metal at the landfill until it can be barged out. As far as the timing, according to Director Danner, some of the work has already commenced and this will be in the works over the next several months to get the site cleaned up.

Another concern that was brought up was an update on the temporary infrastructure. In the next few days, the Borough will be installing the drop ceiling and starting the flooring. Water is about two weeks out as they are waiting on parts from the manufacturer. FF&E will be arriving by barge the 27th or 28th. They are shooting for substantial completion around the 15th, with some exterior work to complete. In discussions with Principal Washburn, he expressed that we should be on time in having classes on the temporary infrastructure by the anticipated school start date. Additionally, we are still in the process of transporting some of the supplies into the community. We are currently evaluating the option of getting the supplies on the barge from Prudhoe or the possibility of chartering a flight to get the much needed supplies into the community.