

# NWABSD



## Atautchikun Iñuuniałiptigun

Terri Walker, Superintendent

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907.442.1802

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*Serving the communities of:*

Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk  
Kotzebue • Noatak • Noorvik • Selawik • Shungnak

# **Welcome New and Returning Board Members!**

## **Agenda**

### **NWABSD Programs Overview**

- **Foundational Statements**
- **Strategic Plan Overview**
- **Organizational Overview**
- **Program Responsibilities Chart**
- **Director & Principal Lists**
- **Department Overviews**



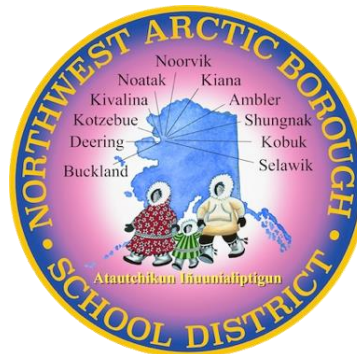
# Foundational Statements

## MISSION

TO PROVIDE A LEARNING ENVIRONMENT THAT INSPIRES AND CHALLENGES STUDENTS AND EMPLOYEES TO EXCEL

## VISION

TO GRADUATE ALL STUDENTS WITH THE KNOWLEDGE, SKILLS, AND ATTITUDES NECESSARY FOR A SUCCESSFUL FUTURE



# 2022-2027 Strategic Plan:

## ***School and Culture:***

- **Community- School Connectedness (one of the state-identified pillars) – Each site has a Tribal/Community Partnership Plan to provide relevant learning opportunities and support. Schools will support the plan with improvement data and ongoing adjustments for continuous improvement.**

## ***Operational Improvement:***

- **Maximizing Operating Software - Frontline**
- **Process Documentation – Process to support efficiency and succession planning.**

## ***Instructional Support:***

- **MTSS (Multi-Tiered System of Supports)/**
- **Trauma-Informed Teaching Practices (TITP) – Implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.**

## ***Wellness:***

- **Sustainable Counseling Program – Develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.**

## ***Growing Our Own:***

- **Vocational Track Mapping – Align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.**
- **Regional Workforce Development – Develop a plan for ATC to grow alignment between offerings and regional workforce needs.**

## ***Board Development***

- **Standard Operating Procedures for Board – Define standard operating procedures to support board efficacy and improve onboarding and communications.**
- **Definition of Board Role – Define the board role and align it around the products of the board to support efficacy and board scope.**





# *Atautchikun Iñuuniałiptigun*

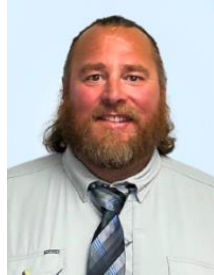
*Through Our Way of Life Together as One*

Aviññaq Terri Walker, Superintendent  
Margaret Hansen, Board President  
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Jeffery Alexander  
Assistant Superintendent



Joseph Groves  
Alaska Technical Center



Natalie Dickey  
Administrative Services



Tracy Bell  
Curriculum



Kathryn Self  
Human Resources



Brandon Blackham  
Maintenance



Joy Cogburn  
State & Federal Programs



Perrian Windhausen  
Student Services



Amy Eakin  
Technology

# Directors



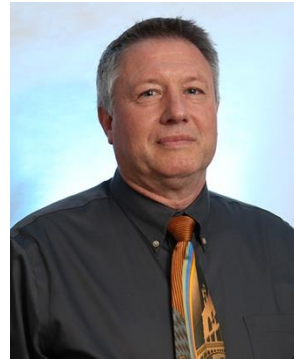
Kevin Matthews  
Ambler



James Thomas  
Buckland



Brenda Noe Deering



James Stewart  
Kiana



Jeremy Millard  
Kivalina



Eric Hart Kobuk



Faith Jurs June  
Nelson Elementary  
School



Jessica Heisler  
Kotzebue Middle  
High School



Lori Lundgaard-  
Hall Noatak



Leslie Zibell  
Noorvik



Jamie Cowart  
Selawik



Eddie Williams  
Shungnak

# Principals



# ORGANIZATION

## *Regional School Board - 11-member regionally-elected governing body*

### **Superintendent of Schools**

- I. Assistant Superintendent
  - a. Activities Program
- II. District Office Department Directors
  - a. Administrative Services
  - b. Curriculum
    - i. Regular Education Curriculum
    - ii. Professional Development
    - iii. Inupiaq Language and Culture Program
  - c. Human Resources
  - d. Maintenance
  - e. State and Federal Programs
  - f. Student Services
    - i. Special Education
    - ii. Assessment & Data
    - iii. Counselling
    - iv. Early Learning & Family
  - g. Technology
- III. 13 Pk-12 Grade Schools and Principals
- IV. Alaska Technical Center
  - I. STAR Magnet School
  - II. Career & Technical Education



Terri Walker  
Superintendent



Jeff Alexander  
Assistant Superintendent





# Student Activities



Robert Sheldon II  
Activities Coordinator



## Athletic & Academic Activities:

1. Cross Country
2. 3A Volleyball
3. 1A M6 Volleyball
4. 1A Wrestling
5. 3A Wrestling
6. 1A Basketball
7. 3A Basketball
8. Native Youth Olympics
9. eSports
10. Battle of the Books
11. Spelling Bee
12. Science Fair

## Responsible for:

- Activities Budgets
- Extra Duty Contract Support
- Activities Website
- Alaska School Activities Association (ASAA) Eligibility Support
- National Federation of State High School (NFHS) Coaching Certification
- NFHS Network Streaming
- ASAA: Region 1 Board
- Survival Bags
- Senior Trips Travel Support
- Weekly Items:
  - ✓ Flight Arrangement
  - ✓ NMS Food Service
  - ✓ NMS Custodial
  - ✓ Open Freight Leg Notification



## NWABSD 2024-25 Program Responsibilities

**Terri Walker, Superintendent**  
**Executive Assistant: Shayne Pungowi**  
*Capital Projects Consultant: Dena Strait*

NWABSD Board of Education, Curriculum/Instruction, Student Services, State/Federal Programs, Technology, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan and Capital Projects

**Jeff Alexander, Assistant Superintendent**  
Programs Directors, Inter-Agency Program Collaboration, Communications, Site Improvement Plans, District Improvement Plan, Child Abuse Reporting, Board Policies, Student Suspensions, Sex/Gender Equity Contact, Title IX Coordinator, Inupiaq Program, Student Accident Reports  
*Student Activities Coordinator: Robert Sheldon II*

### **Tracy Bell** **Director of Curriculum and Instruction**

PreK-12 Curriculum & Instruction, Professional Development, Graduate Follow-up, Post-Secondary Collaboration, Inservice Evaluations, Classroom Schedules, Tech Prep, Chukchi Campus – UAF, Dual Credit, VTC Course Schedule, Career Exploratory 6-8 Education, Career, Awareness K-5 Education, School and Industry Workforce Development, Partnerships, Multi-tiered Support Systems (MTSS), Progress Monitoring, Curriculum Development, LIT Grant

*Staff Development Specialist: Kimberly Addington*  
*Staff Development Specialist: Jennifer Greene*  
*Staff Development Specialist: Jacob Ray*  
*Staff Development Specialist: Zonda Martin*  
*Staff Development Specialist: Kristen Woodie*

*Site Liaison – Deering, Selawik*

### **Amy Eakin** **Director of Technology** **Assistant Director: Paul Wood**

Pre-K-12 Instructional Technology, Technology Staff Development Technology Plan & Policies, eRate, Inter-agency Technology Collaboration, Technology Grant Funds, Digital Citizenship Computer Installation/Maintenance Resource Technology Leaders, Network, Telecommunications, Video Teleconference (VTC) Technology Purchases

*Computer Field Technician: Ken Hong*  
*Computer Field Technician: John Miner*  
*Computer Field Technician: Hunter Lonewolf*

*Site Liaison – Kiana, Shungnak*

### **Perrian Windhausen** **Director of Student Services & Special Education** **Assistant Director: Dr. Ronald Malcolm** **Secretary: Byrd Carter**

Pre-K-12 Special Education, Immunizations, Itinerant SPED Services, Extended School Year Services, Child Find, 504 Plans, Counseling/Counselors, Youth Leaders, Attendance, Assessment Testing, Student Data/Records/Stats, Assessment Staff Development, Graduate Transcripts, Report Card to the Public, Limited English Proficiency, Gifted/Talented, Work Keys Assessment, Student Information Services (PowerSchool), Student Data/Records/Stats, Alaska Career Info System Administration, Student Online Portfolio

*ECE/ELF Coordinator: Wanda Baltazar*  
*Itinerant SpEd: Angela Eisel*  
*SpEd Coordinator: Francis Gage*  
*Data Specialist Coord: Sable Marandi*  
*Itinerant SpEd: Rita Short*  
*ELF Program Associate: Maureen Nolan*  
*OT/ELF Coordinator: Tracey Schaeffer*  
*Registrar/ Data Specialist: David Smith*

*Site Liaison – Ambler, Kobuk, Noorvik*

### **Brandon Blackham** **Director of Property Services** **Office Manager: Kiki Kenworthy** **Office Manager II: Andrea Thrash**

School Facility Maintenance/Repair, Teacher Housing, Maintenance/Repair, Deferred Maintenance/Repair, Fuel, Inventory/Purchase, Custodial Supply Inventory/Purchase, Maintenance Supply, Inventory/Supply, Vehicles, Federal & State Inspection/Compliance, Summer Site Supervision, Computerized Maintenance Program, Security, and Utilities

*Carpenter/ Painter: Donovan Watkins*  
*Mechanic: Trestin Tate*  
*Plumber: Troy Humphreys*  
*Computerized Maintenance: Vacant*  
*Journeyman Electrician: Vacant*  
*HVAC Specialist: Vernon Nelson*

### **Kathryn Self** **Director of Human Resources**

Health Insurance, Worker's Comp., PERS/TRS, Position Vacancies, Recruiting, NAEA/NAESPA, Disciplinary Actions, Grievances, Negotiations, Extra-Duty Contracts, Certification, Highly Qualified Staffing, Maintenance, Unemployment Claims, Student Accidents, Teacher Housing, Staff Evaluations, Mandatory Training, Drug/Alcohol Testing

*HR Technician: Michelle Gallahorn*  
*HR Officer: Qutan Lambert*  
*HR Coordinator: Amie Gardner*

*Site Liaison: JNES*

### **Natalie Dickey** **Business Manager of Administrative Services** **Assistant Director: Deborah Walker**

Budget Coordination  
General Fund and Grant Accounting  
Federal, State & Local Financial Reporting  
Administrative Technology  
Internal Audit  
Payroll & Employee Benefits  
Purchasing  
Accounts Payable & Receivable  
Food Service

*Accounts Payable/Receivable: Lois Booth*  
*Purchasing Agent: Brad Eisel*  
*Payroll Officer: Clara Henry*  
*Accounting Tech: Amanda Kenworthy*  
*Accounts Payable/Receivable: Andrea Bailey*  
*NMS Food Service: Linda McDermott*  
*Accountant: Kim Rotman*  
*Assistant Payroll Officer: Delia Shuster*

### **Joseph Groves** **Director of Alaska Technical Center** **Assistant Director: Shirley Dukes** **Secretary: Brandi Williamson**

Industry Liaison  
Star of the Northwest Magnet School, General Education Development (GED)  
Statewide Adult Vocational Training: business, management, marketing and related support service; construction trades; health professions and related programs, mechanics and repair technologies; and transportation and materials moving

*Registrar: Lori Jorgensen*  
*Health Occupations Instructor: Jay Panlilio*  
*Recruiter/Administrator: Eugene Wilkerson*  
*Culinary Arts Instructor: Alejandro Vargas*  
*Adult Education Instructor: China Kantner*

### **Joy Cogburn-Smith** **Director of State & Federal Programs** **Administrative Assistant: Loretta Kittrell**

ESSA Grant Funding: Application, reports and compliance issues, Site Improvement Plan development support, Indian Education Grant, Migrant Education recruiting activities, Grant Budget development and revisions, Supervision of grant fund applications, activities and records, Summer School Programs, PAC/tribal consultation

*Program/Development Specialist: Scott Martin*

*Site Liaison – Noatak*



# NWABSD Programs Overview



# Administrative Services



# Meet the Team



**Deborah Walker**  
Assistant Director



**Natalie Dickey**  
Business Manager



**Amber Colvin**  
Food Service



**Kim Rotman**  
Accountant



**Brad Eisel**  
Purchasing Agent



**Clara Henry**  
Payroll Officer



**Delia Shuster**  
Asst Payroll Officer



**Lois Booth**  
AP/AR Clerk



**Andrea Bailey**  
AP/AR Clerk



**Amanda Kenworthy**  
Accounting  
Technician

# Department Responsibilities

- ✓ General Ledger & Cash Management
- ✓ General & Grant Accounting
- ✓ Payroll & Employee Benefits
- ✓ Accounts Payable & Receivable
- ✓ Purchasing
- ✓ Food Service
- ✓ District Insurance



# Responsibilities-Cash Management

- ✓ Bank account reconciliation and maintenance
- ✓ Investment portfolios
- ✓ Cash deposit accounts (ie. JNES scholarship)
- ✓ General fund & Payroll checking accounts
- ✓ Student activities reconciliations
- ✓ Food service & other collections
- ✓ Dual Control Process → Internal Control Compliance
  - ▶ Two individuals must approve a new account, removal, or change.



# Responsibilities-Budget Coordination

- ✓ Annual fiscal budget and process
- ✓ Advising on the timeframe and framework
- ✓ Budget committee
- ✓ Provide information to stakeholders
- ✓ Review of external resources that impact the annual budget.
  - ▶ i.e., Full Value Determination, Cost of Living Allowance, Legislative Updates, Utility Rate Changes



The image shows a close-up of a 'Monthly Budget' spreadsheet. The spreadsheet is divided into sections for 'PROJECTED MONTHLY INCOME', 'ACTUAL MONTHLY INCOME', and 'HOUSING'. The 'HOUSING' section includes categories like 'Mortgage or rent', 'Phone', 'Electricity', 'Gas', 'Water and sewer', 'Cable', and 'Waste removal'. The columns are 'Projected Cost', 'Actual Cost', and 'Difference'. A black pen is pointing to the 'Actual Cost' column for the 'Mortgage or rent' row.

	Projected Cost	Actual Cost	Difference
HOUSING			
Mortgage or rent	€ 1,500.00	€ 1,400.00	€ 100.00
Phone	€ 60.00	€ 100.00	€ (40.00)
Electricity	€ 50.00	€ 60.00	€ (10.00)
Gas	€ 200.00	€ 180.00	€ 20.00
Water and sewer	€ 50.00	€ 48.00	€ 2.00
Cable			
Waste removal			
Maintenance or repairs			
			€ 1,788.00



# Responsibilities-Federal, State, & Local Financial Reporting

✓ Submit Fiscal Operating Budgets to State Department Education  
Early Development (DEED)

✓ Single Audit for Federal & State Reporting

✓ Audit for Retirement Plan

✓ Reports for various agencies

- ▶ i.e.: Northwest Arctic Borough, National Education Association,  
Affordable Care Act Reporting, Internal Revenue Service, Alaska  
Public Entity Insurance, Public, Other



# Responsibilities-Technology

- ✓ Tyler Technology Infinite Visions Software
- ✓ Kronos Timeclock Systems



# Responsibilities-Employee Benefits

- ✓ State Public Employee Retirement System
- ✓ Teacher Retirement System
- ✓ Workmen's Compensation
- ✓ Unemployment
- ✓ Federal Income Tax Reporting
- ✓ Federal Insurance Contributions Act
- ✓ Long Term Disability
- ✓ Health Insurance & Affordable Care Act Reporting



# Responsibilities-Internal Audit

- ✓Preparation and fair presentation of the financial statements
- ✓Retirement and grant programs
  - ▶ i.e., food service or other grants



# Administrative Services Timeline

<b>July-Beginning of New Fiscal Year, Budget for DEED Report Due, Year End Adjustments</b>	<b>January-W2 Processing, 1099 Processing, ACA Reporting, Quarterly Reports Due, IRS Tax Due-PCori</b>
August-In-service Training, School Begins, Rent Begins, Audit Prep, Year End Adjustments	February-Begin New Budget Prep
September-IRS Taxes Due, ESC Tax Report Due, Audit Field Work, Retirement Audit, Food Sv Audit	March-On-going Budget Prep, IRS Taxes Due, ESC Tax Report Due, Student Count Due
October-Audit Completion ready for State/Feds, Quarterly Reports Due, Board Audit Update at Retreat, Student Count Due	April-On-going Budget Prep, On-going Insurance Renewal Prep, Quarterly Reports Due, Begin NMS Contract Renewal Review & Negotiation
November-Work, Work, Work	May-On-going Budget Prep, Budget Committee Forecast Discussion, On-going Insurance Renewal Prep, Principal Closeout
December-IRS Taxes Due, ESC Tax Report Due, Impact Aid Applications Due, Indirect Rate Proposal Due	June-Budget Work Session, Budget Due to the Board for Approval, IRS Taxes Due, ESC Tax Report Due

Note: Monthly Financial Reports to Administration; Financial Reports to Board per Meeting Schedule

# State & Federal Programs





# State & Federal Programs



Joy Cogburn-Smith  
Director



Loretta Kittrell  
Migrant Education Coordinator  
Administrative Assistant



Scott Martin  
Program & Staff  
Development Specialist



# Department Responsibilities

- Grants
  - ✓ Applications
  - ✓ Reporting
  - ✓ Compliance
  - ✓ Budget Development
  - ✓ Purchasing
- Supervision of Grant Activities
- School Improvement Plan Development Support and Monitoring
- Migrant Education Recruiting Activities
- Migrant Summer School Programs
- PAC/Tribal Consultation for Grant Development Requirements
- ANSEP Planning and Organization



# State & Federal Grants 24-25

## State & Federal Grants Total Budgets 2024-2025

Grant Budget			
<b>Totals for FY23</b> <b>\$13,018,376.09</b>	Title Grants/State Pass-Through	<b>36%</b>	\$ 4,686,654.71
	Federal Grants	<b>28%</b>	\$ 3,682,279.51
	School Improvement Grant (SIG)	<b>3%</b>	\$ 400,000.00
	ESSER Funding	<b>10%</b>	\$ 1,264,584.70
	ATC	<b>18%</b>	\$ 2,297,383.17
	Other	<b>5%</b>	\$ 687,474.00

Grant Name	Category	amount
Title I Basic	Title Grants/State Pass-Through	\$ 1,757,187.48
Title I-C Migrant	Title Grants/State Pass-Through	\$ 1,405,540.14
Title II-A Professional Development	Title Grants/State Pass-Through	\$ 323,291.75
Title IV Student Support & Academic Enrichment	Title Grants/State Pass-Through	\$ 213,097.34
AK Literacy	Title Grants/State Pass-Through	\$ 343,551.00
Early Learning	Title Grants/State Pass-Through	\$ 496,971.00
Carl Perkins	Title Grants/State Pass-Through	\$ 113,000.00
Safety & Well Being	Title Grants/State Pass-Through	\$ 10,000.00
Homeless (ARP-Homeless)	Title Grants/State Pass-Through	\$ 8,516.00
Migrant Supplemental (Literacy)	Title Grants/State Pass-Through	\$ 15,500.00
ESSER III American Rescue Plan (ARP)	ESSER Funding	\$ 1,264,584.70
Rural & Low Income School Program (RLIS)	Federal Grants	\$ 102,803.74
Title VI Indian Education	Federal Grants	\$ 687,941.00
Johnson O'Malley	Federal Grants	\$ 243,349.37
School Improvement (All Schools)	School Improvement Grant (SIG)	\$ 400,000.00
Quality School	Other State of AK Education DEED	\$ 112,000.00
Native Youth In Action (NYIA)	Federal Grants	\$ 713,741.00
Literacy Connections (LIT)	Federal Grants	\$ 822,109.40
Positive Vision for the Furture (OYVF)	Federal Grants	\$ 1,112,335.00
Alaska Technical Vocational Education Program (TVEP)	ATC State of AK, Dept of Labor	\$ 1,990,386.00
Alaska Construction Academy (ACA)	ATC State of AK, Dept of Labor	\$ 154,661.00
Alaska Adult Education (AAE/GED)	ATC State of AK, Dept of Labor	\$ 152,336.17
STAR of the Northwest Magnet School Dorm	Other State of AK Educaion DEED (estimated)	\$ 575,474.00
		<b>\$ 13,018,376.09</b>

# Technology



# Technology Team



**Paul Wood**  
*Assistant Director*

Network  
Administrator  
Senior Technician  
Manager of Field  
Technicians  
District Voice  
Data Network  
VTC Network  
(Selawik)



**Kwang "Ken" Hong**  
*Computer Field  
Technician*

ATC  
JNES  
Noorvik  
Kiana  
Selawik



**Hunter Lonewolf**  
*Computer Field  
Technician*

Shungnak  
Kobuk  
Ambler  
Deering  
Buckland



**John Miner**  
*Computer Field  
Technician*

KMHS  
Kivalina  
Noatak

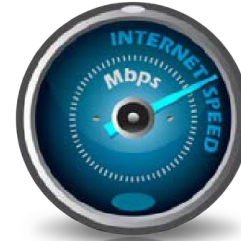


# Technology

- VTC (Video Teleconferencing for Professional Development)
- 250 Interactive Ultra-HD SMARTBoards in ALL Classrooms
- 250 Apple TV for wirelessly connecting to SMARTBoards
- 1:1 Student Devices
  - ✓ 689 iPads → PK-2<sup>nd</sup> Grade
  - ✓ 335 iPads with Keyboards → 3-4<sup>th</sup> Grade
  - ✓ 1140 13" MacBook Airs 5-12<sup>th</sup> Grade
  - ✓ 20 13" MacBook Airs – ATC Adult Students
- 247 iPads for all instructional staff → Aides, Teachers, Principals
- 565 Laptops for all teachers, principals, and various positions



# Broadband Technology



Location	2014-15	2015-16	2016-17	2017-18*	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	DIFFERENCE FROM FY24 to FY25
Ambler	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	Increase Download Speed
Buckland	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	Increase Download/Upload Speed
Deering	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	Increase Quality of Service and Download/Upload Speed
Kiana	7/3 → 10/4	15/5	15/5	15	15	15	25	25	25	25	100	Increase Download/Upload Speed
Kivalina	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	100	Increase Quality of Service and Download/Upload Speed
Kobuk	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	Increase Download/Upload Speed
Noatak	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	Increase Download/Upload Speed
Noorvik	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	Increase Download/Upload Speed
Selawik	7/3 → 10/4	15/5	15/5	25	25	25	25	25	25	25	100	Increase Download/Upload Speed
Shungnak	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	Increase Download/Upload Speed
District Office	5	15/5	15/5	20	60	60	60	100	100	100	100	No Changes
KMHS	5 → 10	15/5	15/5	10	10	10	25	25	25	25	100	Increase Download/Upload Speed
JNES	NA	NA	NA	10	10	10	25	25	25	25	100	Increase Download/Upload Speed
ATC	3	15/5	15/5	5	10	10	10	10	25	25	50	Increase Download/Upload Speed
STAR Dorm	NA	NA	NA	NA	5	5	5	5	5	5	5	No Changes
Total Cost	\$5,099,210.05	\$5,166,180.00	\$5,163,480.00	\$6,303,870.00	\$5,930,532.00	\$5,930,532.00	\$7,623,192.00	\$8,104,272.00	\$8,285,448.00	\$8,005,800.00	\$ 21,753,120.00	\$13,747,320.00
Total E-Rate Eligible Cost	\$5,099,210.05	\$5,166,180.00	\$5,163,480.00	\$6,303,870.00	\$5,930,532.00	\$5,930,532.00	\$7,623,192.00	\$8,104,272.00	\$8,285,448.00	\$8,005,800.00	\$ 21,753,120.00	\$13,747,320.00
E-Rate Revenue	\$4,034,271.60	\$4,649,562.00	\$4,647,132.00	\$5,673,482.82	\$5,337,478.80	\$5,337,478.80	\$6,860,872.80	\$7,293,844.80	\$7,456,903.20	\$7,205,220.00	\$19,577,808.00	\$12,372,588.00
BAG Revenue	\$408,014.89	\$56,846.00	\$58,130.00	\$44,024.00	NA	NA	\$169,266.80	\$169,266.00	\$187,384.00	\$266,285.33	\$1,660,832.08	\$1,394,546.75
District General Funds Cost	\$656,923.56	\$459,772.00	\$458,218.00	\$586,363.18	\$593,053.20	\$593,053.20	\$593,052.40	\$641,161.20	\$641,160.80	\$534,294.67	\$ 514,479.92	(\$19,814.75)



# Technology Refresh:

	Jan-Jul 2023	Aug-Dec 2023	Jan-Jul 2024	Aug-Dec 2024	Jan-Jul 2025	Aug-Dec 2025
High School Laptops	Refresh 2020					
5-8 School Laptops	Refresh Fleet 2023 Purchase Cases	Fleet merged w/HS				Refresh Fleet 2026
SMARTBoards	Purchased 2014/2015; Warranty expired 6/30/20	10 Annually		10 Annually		10 Annually
Principal Laptop, Secretary/DO iMacs	Principals – purchased 8/2024; Secretary and DO iMac Refresh	Secretary iMac Refresh	Deploy Principal Refresh – Pro/Screen			
K-4 iPads (PK-4)	Refresh Fleet 2021; Refresh Apps			Refresh Apps		Refresh Apps 2026 Refresh Fleet 2027
Staff iPads	Fleet Purchased 8/2020					Refresh Fleet 2026
Staff Laptops	Refresh Fleet 2021					Refresh Fleet 2027
Computer Labs	ATC – partial update (5yr.)		ATC – partial update (5yr.)		ATC – partial update (5yr.)	
Network Infrastructure (Switches, Wireless)	402 Rack Replacement	Split OTZ Circuits Switches		C2 Install Wifi-6 APs in schools WLK, IAN, ORV	C2 Install Wifi-6 APs in schools BKC, DRG, OTZ	
Meraki Refresh		3yr. License Renewal				License Renewal 12/2025 (FY26)
Mitel Phone System	Partial Phone Refresh					
VTC	RUS Award 2020; Complete install of RUS awarded Infrastructure	Update Polycom Camera Software				
Servers	Refresh ABL/WTK/ORV	Refresh SHG	Refresh WLK			DO Server refresh 2027;
Windows Infrastructure	Windows 2019 Server Upgrade					

# Human Resources

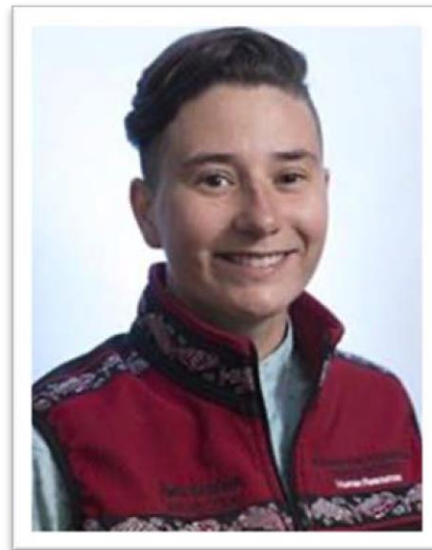


# Human Resources

## Who is on the team?



Kathryn Self  
Human Resources  
Director



Amie Gardner Human  
Resources  
Specialist/Coordinator



Qutan Lambert  
Human Resources  
Officer

Picture Not  
Available

Michelle Gallahorn  
Human Resources  
Assistant Officer

*Dedicated to recruiting and retaining talented personnel to educate and support all students.*



# Benefits

- Salary
- Retirement
- Leave
- Health & Life Insurance
- Housing (certified)
- Services
  - ✓ Payroll Direct Deposit
  - ✓ Pre-tax health, medical spending and childcare plans
  - ✓ Tax sheltered annuities available





# Surveys & Complaints

- Public Input on Teachers
- Public & Teacher Input on Administrators
- Exit Surveys
- Negotiated Agreement Grievances
- Investigations
- Title IX Gender Equity & Sexual Harassment
- Team Optimizing Project (TOP) - gathers workforce information and uses it to better understand the employment experience



# Onboarding and Retention



- Job Descriptions
- Onboarding paperwork
- Orientation
- Code of Conduct
- Mandatory Training
- Teacher Effectiveness
- Employee Evaluations
- Certifications
- Highly Qualified Personnel Requirements
- Student Teacher Pathway
- Negotiations
- Salary Schedules







# Online Recruiting



- Frontline
- Handshake
- LinkedIn
- RCC
- ATP





# In Person Recruiting

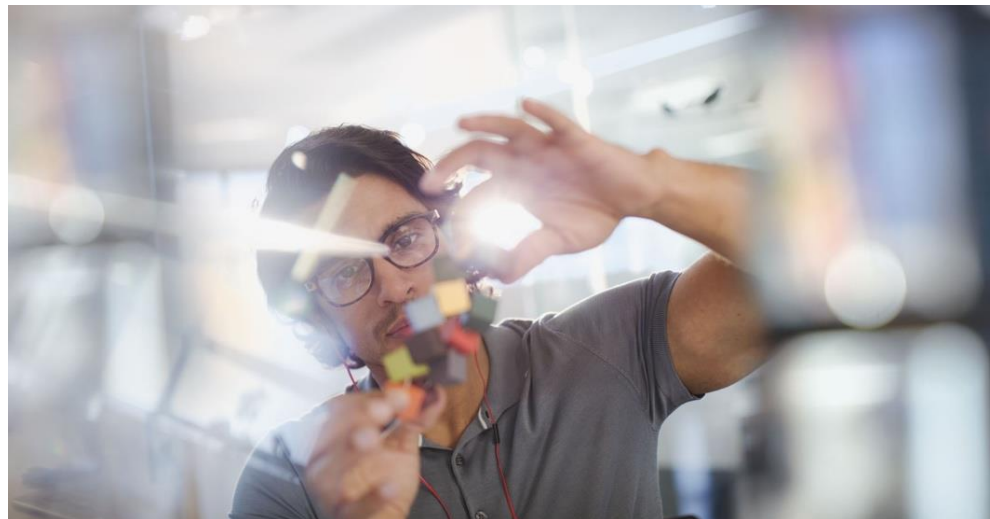


Word of Mouth

Walk-in Candidates

Advertisement Recruits

Family and Friends



# International Recruiting





# VISAs

## Hiring An International Teacher Process



# Two Types of Visas that are being used by the NWABSD

---

J-1 Visa (Outside Agency Sponsored Teachers)

H-1B Visa (School District Sponsored Teachers)

# J-1

J-1 Visa Teachers are sponsored by non-district agencies. In order for the district to hire them, HR contacts the agency and agrees to write the contract. J-1 teachers are easy to obtain but there are some restrictions as well as some advantages. The major issues:

1. As of FY-24, J-1 teachers can only be hired by larger villages that have easy access to airports and/or hospitals. For our district, we can now only hire J-1 teachers in Kotzebue. If the J-1 teacher was hired prior to the FY-24 school year, he/she may remain at that location.
2. J-1 teachers must have visas renewed in 3 years and can only work for a period of 5 total years in the USA, They then must return to their country for at least one year.
3. Since the J-1 teachers are sponsored by agencies rather than the district, relocation, reassignment and other issues would need cooperation between the agency and district for changes.
4. Costs and Fees are paid by the sponsors, not the district. The district is responsible for the Contract and Teacher Benefits just like other teachers.



# H-1B

The School District is responsible for H-1B sponsorship rather than outside agencies. A district must get approval to sponsor an H-1B teacher by the government. The district must apply for the visas through Immigration Services. Since H-1B visas are limited in general, teachers can be granted a little priority by immigration services if the district is affiliated with a university to help sponsor the teachers. The NWABSD has an Affiliation with the University of Alaska, Southeast. Just as there are restrictions and assets with J-1 teachers, H-1B teachers also have restrictions and assets.

# H-1B Continued

Teachers can be placed in any location

Teachers can renew visas in 3 years and can also start applying for green cards and citizenship later

The District has upfront expenses but recover them through teacher payback

The District can hire directly or use an Agency to help with requirements

# H-1B Continued (2a)

NWABSD has used an agency to do the following necessary requirements:

- Prescreen and Vet candidates (requiring travel to foreign country by the agency)
- Analysis of International Transcripts
- Assure that the candidates are qualified and able to receive certification
- Coordinate travel to the USA
- Provide temporary housing during travel

# H-1B Continued (2b)

- Collect paperwork for Department of Migrant Workers
- Help collect paperwork and assign International Lawyers
- The agency charges the teacher for the service rather than charging the District
- The District can use only 1 agency for the services

## HR finds a good **candidate**. What now?

HR interviews the candidate that has been recommended, vetted, and prescreened. (In the interview, we pay close attention to see if the person speaks understandable English for children.)

If the candidate is approved by Human Resources, a letter of intent is sent.

Once letter of intent is signed by all parties a contract is sent along with the assigned location.

# International Lawyer Assigned

A lot of paperwork is required. When all paperwork is signed and approved by the International Lawyer, it is sent to the US Department of Immigration for Visa Approval.

Once approved, if the teacher is from the Philippines, new paperwork is required and sent to the Department of Migrant Workers (DMW). If the teacher is not from the Philippines, he/she does not have to go through the DMW.



# Teacher Paperwork

- Apply for teacher certification (Essential to apply early!)
- Requires Request and Assurance forms from HR
- Mandatory Training Required
- Apply for Social Security immediately upon arrival
- Other paperwork as required by HR, Immigration services, etc.

# Human Resources

HR issues arise when dealing with numerous agencies and people. Some people or agencies are very slow to respond which cause delays in the processing.  
The paperwork requirement is immense.

Hopefully, this presentation will help all to understand a little of what happens when an applicant is hired requiring a Visa. The process of hiring teachers through H-1B visas is fairly lengthy, but hopefully in the end, it will be rewarding to all involved.

# Student Services



# Student Services Personnel

## **Administration**

- Perrian Windhausen: Student Services Director
- Dr. Malcolm : Student Services Assistant Director
- Byrd Carter: Student Services Secretary

## **Data and Assessment**

- Dr. Sable Marandi and David R. Smith

## **Special Education**

- Frances Gage: Special Education Compliance Coordinator
- Emily Davis, Angela Eisel, Rita Short : Itinerant Special Education

## **Counselors/Social Worker**

Six Counselors

## **Infant Learning Program (ELF)**

- Tracey Schaeffer, Wanda (Nauyaq) Baltazar and Maureen Nolan

## **Youth Leader Coordinator**

- Cheyenne Ticket-Foote

# Student Services: Data and Assessment



- State Assessment Testing and MAPs Progress Monitoring
- Student Information Services (PowerSchool)
- Student Data/Records/Transcripts
- Immunizations & Attendance Records
- Report Card to the Public
- Online Alaska School Information System (OASIS)
  - ✓ October Count
  - ✓ Summer OASIS
- Supports Grant Reporting
- Supports training & collection for academic progress



# Student Services: Special Education

- Identify children with disabilities impacting their education.
- Funded by Special Education Grant and General Fund that is supported by specialized funding in foundation formula
- Includes: Special Education Specialists: Physical Therapist, Occupational Therapist, Speech Pathologist, Behavior Specialist, Vision Specialist, School Psychologists, Autism Specialist





# Special Education NWABSD

## Special Education Child Count

- **Cognitive Impairments = 14**
- **Hearing Impaired = 6**
- **Speech/Language Impairments = 29**
- **Visual Impairments = 4**
- **Emotional Disturbance = 5**
- **Orthopedic Impediments = ~**
- **Other Health Impaired = 18**
- **Specific Learning Disabilities = 110**
- **Deaf-Blindness = ~**
- **Multiple Disabilities = 6**
- **Autism = 7**
- **Traumatic Brain Injury ~**
- **Developmental Delays = 38**

**Total = 238**

# School Counselors

- Academics: Scheduling and Advisement
- Career: Post Graduation Pathway
- Social/Emotional:
  - ✓ How to deal with someone you don't like /social skills
  - ✓ Identifying feeling and skills that lead to greater function at school
  - ✓ Counseling



Dr. Ronald Malcolm  
Assistant Director of Student Services

**Counselors,  
Intern Counselors,  
Social Worker:**

Janeil Stewart: Kiana/Noorvik  
Carey Hailner: Buckland/Deering/Kivalina  
Mellissia Troyer: KMHS  
Chelsey Goodwin: Selawik  
Amanda Riste: District-wide  
Hailie Mahoney: JNES, Ambler, Kobuk, Shungnak

# Early Learning and Families



Infant Learning Program:  
Early Learning and Families (ELF) is the Northwest Arctic Region's infant learning program that serves children birth to 3 years old.

- Screen and identify children with developmental delays
- Assist families in meeting goals for their children with delays
  - ✓ As determined by state and federal requirements
  - ✓ Funded by Health/Social Services grant and Medicaid.

# Youth Leaders

**Cheyenne Ticket-Foote:** Coordinator

The Northwest Arctic Borough  
School District Youth Leaders:  
Funding provided by Red Dog  
Mine/Teck Alaska

2024-25 school year: There are  
60 Youth Leaders from around  
the region



# Alaska Technical Center





# Alaska Technical Center and STAR Magnet School

School	Full-time Adult Students	High School Students	Students Living in the Dorms	Classified Staff	Certified Staff
ATC	5	73	5	8	1
STAR	NA	14	14	8	2

Arctic Resource Mgmt I	12	Introduction to Construction Trades Tech	6
Arctic Resource Mgmt II	10	Introduction to Health Careers	11
Business Software I	10	Introduction to Process Tech 1	4
Business Software II	12	Medical Terminology	10
Certified Nursing Assistant	3	NCCER Core	2
Culinary 1	5	Professionalism in Health Care	4
Culinary 2	4	ReadiSTAR	23
Design & Fabrication 1	10	Small Business Enterprise	23
Employability Skills 1	12	Small Engine Repair	5
English 12	19	Welding I	11
Foundations of Health Science	6		
Health	13		





# ATC/STAR STAFF DIRECTORY

## **ADMINISTRATION**

Joe Groves, Director ATC & STAR of the NW Magnet School  
Shirley Dukes, Asst Director ATC & STAR of the NW Magnet School

## **NORTHWEST ARCTIC HOMESCHOOL**

Misty Cox, Coordinator

## **FACULTY AND STAFF**

Lori Jorgensen, Registrar  
Eugene Wilkerson, Recruiter  
Matt Cooper, ATC/STAR Student Advisor  
Brandi Williamson, Secretary

## **ADULT EDUCATION**

China Kantner, Instructor

## **CULINARY ARTS**

Chef Alejandro Vargas

## **CONSTRUCTION TRADES**

Charles Keeter, Instructor

## **HEALTH OCCUPATIONS**

Jay Panlilio, Instructor

## **CAREER & TECHNICAL EDUCATION/ READISTAR**

Clay Beck, Instructor  
Marc Tumaneng, Instructor

## **DORMITORY**

Mary Keeter, Dorm Parent STAR  
Anthony Sweet, Dorm Attendant STAR  
Marlene Centino, Dorm Attendant STAR  
Peter Lie, Dorm Attendant STAR  
Sonya Satterwhite, Dorm Attendant STAR  
Bernadette Ragland, Dorm Attendant STAR  
Akilah Rodriguez, Dorm Attendant STAR  
Mary Nauska, Dorm Attendant ATC



# Alaska Technical Center

The *only* post-secondary institute aligned with a public school district within the state of Alaska.

## High School

- ✓ High school juniors and seniors complete college credits and/or industry certifications prior to graduating.

## Adult Education

- ✓ Adults work towards certifications and college credits that lead to high paying, in demand jobs in as little as 10 weeks.

## Community Focused Training

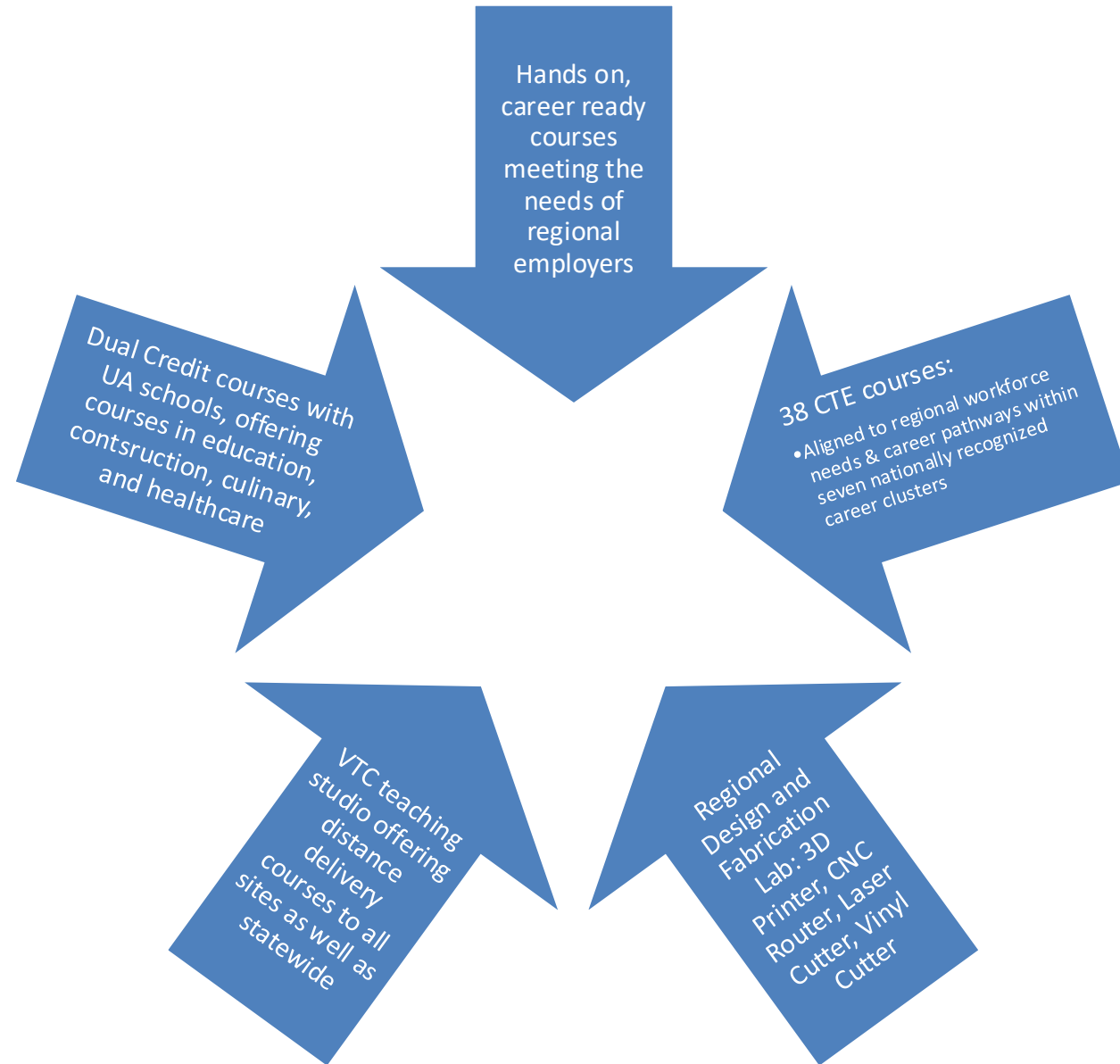
- ✓ Short term courses that target a specific need. These range from 3-days to 6-weeks

## GED Program

- ✓ The GED program services the high demands for all 11 villages



# The ATC Can Provide:



# Star of the Northwest Magnet School

A Statewide residential boarding school that offers:



## **LIFE SKILLS**

Enhances life skills that assist young adults in the transition to post-secondary opportunities



## **CAREER AND TECHNICAL EDUCATION**

Utilizes career and technical education to provide unique experiences for students to be work ready

## **ENRICHMENT OPPORTUNITIES**



Career related experiences to prepare the student for the employment opportunities of the region

## **DUAL CREDIT**

Dual credit opportunities through University of Alaska on the Chukchi campus



## **RESIDENTIAL FACILITY**

A 40-bed dormitory allowing students to learn life and social skills with students from across the State



STAR OF THE NORTHWEST  
MAGNET SCHOOL



Business



Culinary Arts



Education



Healthcare

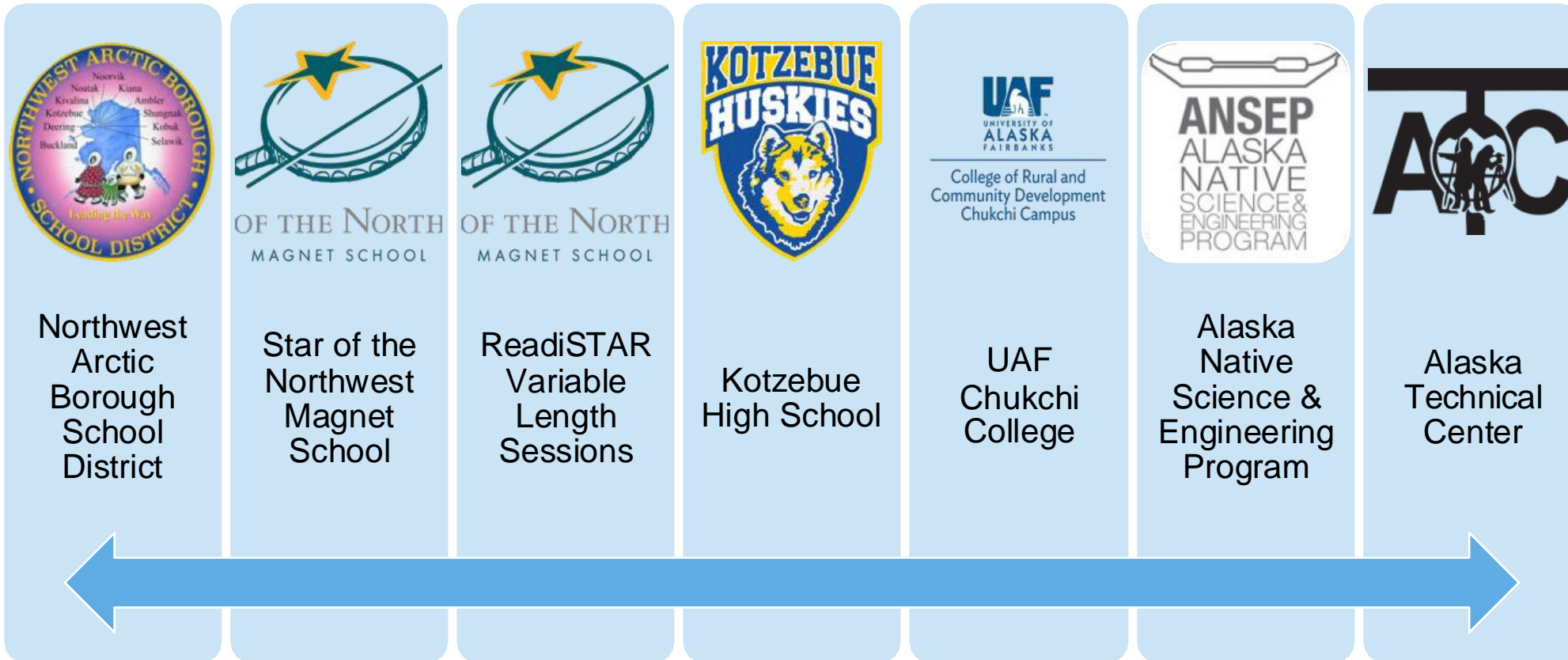


Process Technology



Construction

# Educational Partnerships



- **Highlights:**

Boiler trainees repaired elder's boiler after one week of training!

Paid student internship experiences (Education, Culinary, and Barista)

Fall 2024: 73 High School Students taking 196 classes.

Continued success of Kuuppiaqtugvik@ATC

















# Property Services



# Kotzebue Property Services Staff



**Brandon Blackhaml**  
Director



**Kiki Kenworthy**  
Office Manager



**George Cowart**  
Preventative  
Maintenance Manager



**Troy Humphreys**  
Plumber



**Brandon Blackham**  
Electrician

**Donavon Watkins**  
Carpenter/Painter

**Trestin Tate**  
Mechanic

Vernon Nelson  
Heating controls



# Property Services Department

Property Services Director  
Asst Director – Property Services  
PLUMBER  
PLUMBER  
ELECTRICIAN  
HEATING CONTROLS  
CARPENTER  
CARPENTER  
MECHANIC  
MECHANIC  
MAINTENANCE OTZ  
OFFICE MANAGER  
OFFICE 2<sup>ND</sup>  
MAINT SERRC  
MAIL PERSON

Brandon Blackham  
(VACANT)  
Troy Humphreys  
(VACANT)  
Brandon Blackham  
Vernon Nelson  
Donavon Watkins  
Andres Navarro  
Trestin Tate  
(VACANT)  
Brandon Heisler  
Kiki Kenworthy Davis  
Andrea Thrash  
George Cowart  
(VACANT)

# Department Organization

## Property Services

### **Kotzebue Crew Size:**

- ✓ 1-Director
- ✓ 0-Electrician
- ✓ 1-Plumber
- ✓ 1-Mechanic
- ✓ 2-Carpenters
- ✓ 2-Office Manager
- ✓ 1 Preventative Maintenance Manager
- ✓ 1-Heating Controls Technician

### **Site Maintenance → Building Plant Operator (BPO):**

- ✓ Each site has one Building Plant Operator (BPO).
- ✓ Hired by the Director of Property Services and Supervised by the site Principal.

### **Site Custodians:**

- ✓ The number varies per site based on school size
- ✓ Hired and supervised by NANA Management Services



# FOUR-WHEELER & SNOW MACHINE REPLACEMENT SCHEDULE

## Revised Aug.6, 2022.

	<u>Four Wheeler</u>	<u>Replace</u>	<u>Snow Machine</u>	<u>Replace</u>
Ambler	2017 Yamaha Kodiak 700	FY23	2018 Ski-Doo Tundra 550	FY23
Buckland	2018 Yamaha Kodiak 450	FY24	None	
Deering	2018 Yamaha Kodiak 450	FY24	2018 Ski-Doo Tundra 550	FY23
Kiana	2014 Yamaha Grizzly 350	FY20	None	
Kivalina	2017 Yamaha Kodiak 700 2017 Yamaha Kodiak 700	FY22 FY23	2018 Ski-Doo Tundra 550	FY23
Kobuk	2006 Honda Rancher 350 2019 Yamaha Kodiak 450	No FY28	2011 Yamaha Bravo 2012 Yamaha Bravo	As Needed As Needed
Noatak	2014 Yamaha Grizzly 350	FY21	2018 Ski-Doo Tundra 550	FY23
Noorvik	2017 Yamaha Grizzly 700	FY23	None	
Selawik	2017 Yamaha Kodiak 450 2018 Yamaha Kodiak 450	FY23 FY27	2018 Ski-Doo Tundra 550 2018 Ski-Doo Tundra 550	FY23 FY23
Shungnak	2017 Yamaha Kodiak 700	FY23	2018 Ski-Doo Tundra 550	FY23

\*Four Wheelers replaced on a 6 year cycle and Snow Machines replaced on a 5year cycle. (All need replaced)



# Department Organization

## Property Services

### Responsible for maintaining & operating:

- 13 Schools → 810,824 square feet
- 2 → 40-bed Dormitories
- 13 Fuel Farms  
911,000-gallon total capacity
- 12 Back-up generators
- 119 Housing Units
- 60 Air Handling Units
- 84 Boilers
- 46 Toyotomi Heaters



AMBLER



BUCKLAND



DEERING



KIANA



KIVALINA



KOBUK



JUNE NELSON  
ELEMENTARY



KOTZEBUE  
MIDDLE/HIGH



NOATAK



NOORVIK



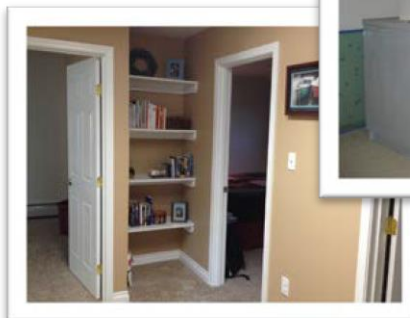
SELAWIK



SHUNGNAC



ALASKA  
TECHNICAL  
CENTER



# Inspections

## Property Services



### State Fire Marshall

- ✓ The Director of Property Service travels with the Fire Marshall and conducts an inspection accompanied by the site principal.
- ✓ A copy of the inspection report is given to the site principal.

### Coast Guard

- ✓ Yearly, the inspections are conducted on the fuel oil fill lines leading from the river to the tank farm.
- ✓ The Property Service department receives the report and is responsible for correcting any deficiencies.

### Fire Alarm Inspections

- ✓ Fire alarm inspection and repairs are conducted each year by a contractor.

### Fire Sprinkler System Inspections

- ✓ Annual inspection are performed by a contractor.
- ✓ Currently all sites have sprinkler systems except for Kivalina.

### Fire Extinguisher Inspection

- ✓ Inspections are performed annually by a contractor for all handheld extinguishers and kitchen hood suppression systems.

### State Health & Safety (AK. State Environmental Conservation Office)

- ✓ Annual inspection for each site.
- ✓ The inspection covers kitchen use and building safety.



# Facility Security

## Property Services

- 🔒 All schools are outfitted with video surveillance systems that are triggered by motion.



## Vehicle Use

### District Motor Pool

- ✓ 13 Four wheelers,
- ✓ 35 Mini-vans, Pickups, SUVs, and Passenger vans,
- ✓ 9 Snow machines
- ✓ 2 School Buses.

### Vehicle Assignment

- ✓ In Kotzebue vehicles are assigned by the Superintendent



# Needs

## Fire system repair needed

- Shungnak (Fire Suppression System Inoperable)

## Heating Control Systems Down That Need Replaced

(Dena Strait currently working on A grant to see if we qualify)

- No Control – Deering, Noorvik, Selawik, Shungnak, Noatak, Kotzebue, ATC, ATC Dorm, District Office
- Some Control – Kiana
- Limited Control – Ambler

## Property Services Problem Areas

- Kivalina new school has a water intrusion issue, ceiling tiles and carpet are being damaged
- Kivalina sewer plant is still not functioning as designed
- KMHS bathrooms damages
- All villages are due for a vehicle upgrade, keeping the old ones running has become problematic
- Noatak school needs a carpenter to spend 2 months to fix all the issues
- Kiana mini van no front windshield, Truck is on its last leg
- District office cars are beyond needing replaced
- Noorvik Transfer switch needs replaced
- ATC Dorms need boilers rebuilt; ATC sewer line has come apart needs replaced

# Curriculum





# *Curriculum Department Team*



**Kim Addington**  
PK-12 Staff Development



**Anniviaq Greene**  
Iñupiaq Language Program  
Staff Development



**Zonda Martin**  
Nuna Ilissaman Staff  
Development



**Tracy Bell**  
Director

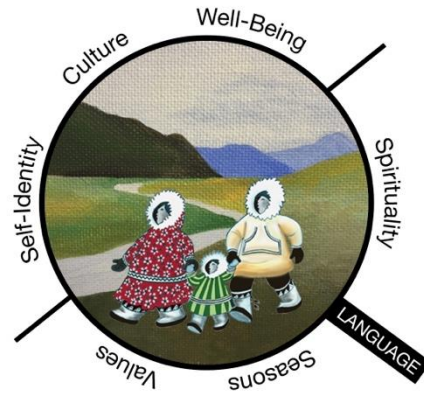


**Kristen Woodie**  
Staff Development Specialist  
LIT Grant



**Jacob Ray**  
Staff Development Specialist  
LIT Grant

# Iñupiaq Language Program



**Philosophy:** *Our creator gave us our land and cultural identity to enjoy, to care for and to pass on to the next generation. The Iñupiat must regain full responsibility for teaching the Iñupiaq culture and heritage, guided by the Elders' wisdom. All children have the ability to learn the Inupiaq language, which is a life- long process. Both the community and the school will facilitate the development of students first to understand, then to speak, to read and to write the Iñupiaq language. This will instill a sense of pride, self- esteem and respect in the students who will become contributing citizens of the global community.*

## 2024-2025 Focuses:

- Professional development to establish a clear plan for addressing language and cultural needs.
- Semester 2; assess and gather feedback on students' progress in Iñupiaq.
- Strengthen relationships with local communities and Elders by documenting traditional knowledge and incorporating it into the curriculum.
- Staff development will align components of the curriculum (i.e. Uqayusratikun, Uqapiaqta, PK Language Program, Seasonal Calendar, etc).



# Iñupiaq Language Immersion



In our schools, all students will speak Iñupiaq.

*Advance language revitalization by integrating Iñupiaq language and culture into everyday learning, empowering students to be fluent speakers who carry forward their traditions, knowledge, and values into the future.*

## **2024-2025 Goals:**

- ✓ **Current PK Immersion Pilot Sites:** Qikiqtaġruk (Kotzebue), Isinaq (Shungnak)
- ❑ Develop Iñupiaq language and culturally-themed classroom materials and visual aides to support instruction.
- ❑ Continue providing professional development opportunities for Iñupiat ilisautrit to strengthen immersion strategies and language growth.
- ❑ Define what fluency proficiency looks like in the classroom and create a clear pathway for students and teachers to achieve it.



# Place Based Science Curriculum



*Our students will learn from our land.*

Iñupiaq teachers, culture bearers, and science teachers collaborate to create culturally-affirming science activities that integrate traditional knowledge and language, adaptable to each community's traditions.

## **2024-2025 Pilot Sites:**

- Continue to develop integrate activities aligned with traditional subsistence rhythms (e.g., drying smelt, picking masru, creating iñisaq).
- Strengthen language collaboration through regular PLC meetings.
- Provide professional development on traditional knowledge for science teachers.
- Encourage student projects that connect local traditions, natural resources, and scientific principles, with community involvement.





# Career Technical Education

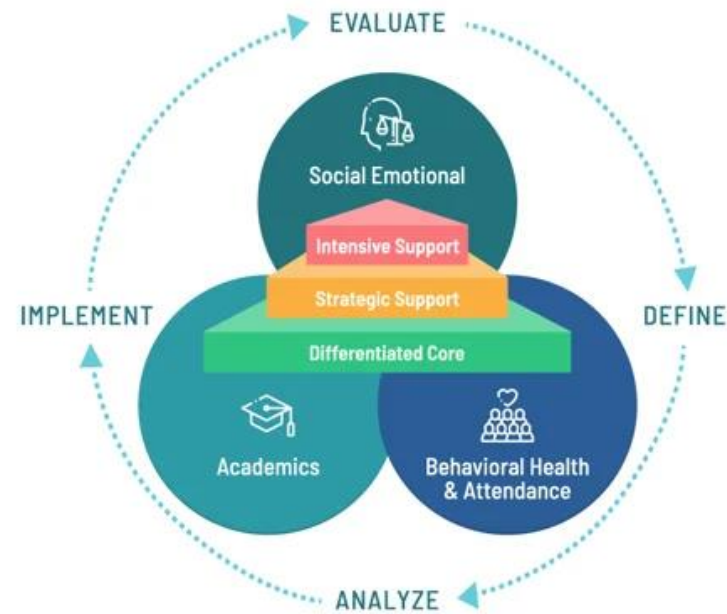
## 2024-2025 Goals

- **Expand Dual Enrollment Opportunities**  
**Enhance Internship and Job-Embedded Learning**
- **Increase Career Counseling and Support**
- **Realigning CTE Pathways**
- **Increasing Work-Based Learning Opportunities**





# Multi-Tiered System of Supports



*All the students will grow from our work together and support we give them.*

Establish a system that targets academic, behavioral, and social-emotional growth by using data-driven strategies and collaborative teamwork, ensuring that every student develops the skills they need to succeed.

## 2024-2025 Goals

- Strengthen literacy interventions using mCLASS DIBELS data.
- Establish and implement a data-driven math intervention system.
- Regularly review student performance data in both literacy and math.



# Instructional Support



*All the students will grow from our work together and support we give each other.*

- ✓ Literacy Staff Development travels quarterly to each village to provide literacy support, distribute books, and support parent engagement nights.
- ✓ PK-12 Staff Development travels once-per-semester to provide curriculum and technology support.

## **2024-2025 Goals**

- Develop an Instructional Framework to clarify instructional expectations and priorities.
- Survey teachers for Professional Development topics and areas for support.
- Continue office hours for support.
- Establish regular Grade-Level Professional Learning Community meetings to build capacity.