



# Human Resources

Goal 6: Build and Sustain a Thriving  
Workforce



## HIGHLIGHTS:

- **Enhancing Recruitment Strategies for Critical Roles**
  - Understand and address immediate needs such as SPED and Para roles.
  - Expanded recruiting efforts with multiple contractors, H1B Visa options, diverse job board postings.
- **Amplifying Recruitment through a Comprehensive Marketing Campaign**
  - Hired marketing professional to develop materials
  - Weekly recruiting updates aired on KBRW.
  - Outreach collaboration with a local Alaskan recruiter, hiring of a focused recruiter for certified positions.
- **Strengthening Data and Operational Efficiency**
  - Conducting system assessments to optimize data tracking and reporting.
  - Progress toward standardized operational procedures to ensure high-functioning, student-focused HR operations district-wide.
- **Streamlining Hiring Processes for Competitive Edge**



## CHALLENGES

- Certificated Staffing Shortages Nationwide
- Classified Staffing Shortages Slope-wide
  - Compensation competition Slope-wide
- Workload and Legacy Inefficiencies
  - High workload, past staff turnover and open HR position, outdated and/or no standardized processes created inefficiencies and slow progress on streamlining operations.
- Recruitment Delays
  - Overhauling recruitment strategies to meet volatile market in education.
  - Finalizing marketing materials for FY25/26 takes time to implement.
- Leadership Transition(s)





# CERTIFIED OPENINGS:

<u>IPALOOK ELEMENTARY</u>	<u>BARROW HIGH SCHOOL</u>	<u>HAROLD KAVEOLOOK SCHOOL</u>
Immersion Kindergarten Teacher	Principal	Interventionist
Early Childhood Education (K3/K4)		Iñupiat Language Teacher (Secondary)
2nd Grade Teacher	<u>NUNAMIUT</u>	9-12 Language Arts/Social Studies Teacher
Iñupiat Language Teacher (3/5)	Principal	
4th-5th SPED Teacher	Iñupiat Language Teacher (Secondary)	<u>TRAPPER SCHOOL</u>
SPED Teacher	CTE Teacher	Iñupiat Language Teacher (High School)
Interventionist	Secondary Math Teacher	
		<u>ALAK SCHOOL</u>
<u>HOPSON MIDDLE</u>	<u>TIKIGAQ</u>	Assistant Principal
7th Grade Language Arts Teacher	Assistant Principal	Counselor
8th Grade Language Arts Teacher	Early Childhood Education (K3/K4)	Interventionist
Iñupiat Language Teacher (Secondary)		
Iñupiat Language Teacher	<u>MEADE RIVER SCHOOL</u>	<u>KALI SCHOOL</u>
Interventionist	2nd/3rd Grade	Math Interventionist
Middle School Art Teacher	Iñupiat Language Teacher (Secondary)	Counselor
Social Emotional Support -		
Counselor(.5 shared with IPK)	<u>UTQIAGVIK</u>	<u>QATQIÑÑIAGVIK</u>
	Iñupiaq Mentor-Apprentice Prog. Mng.	Temp CTE Teacher

Arctic Adventure in the Nation's Largest Geographical School District

# Teach in the Arctic!

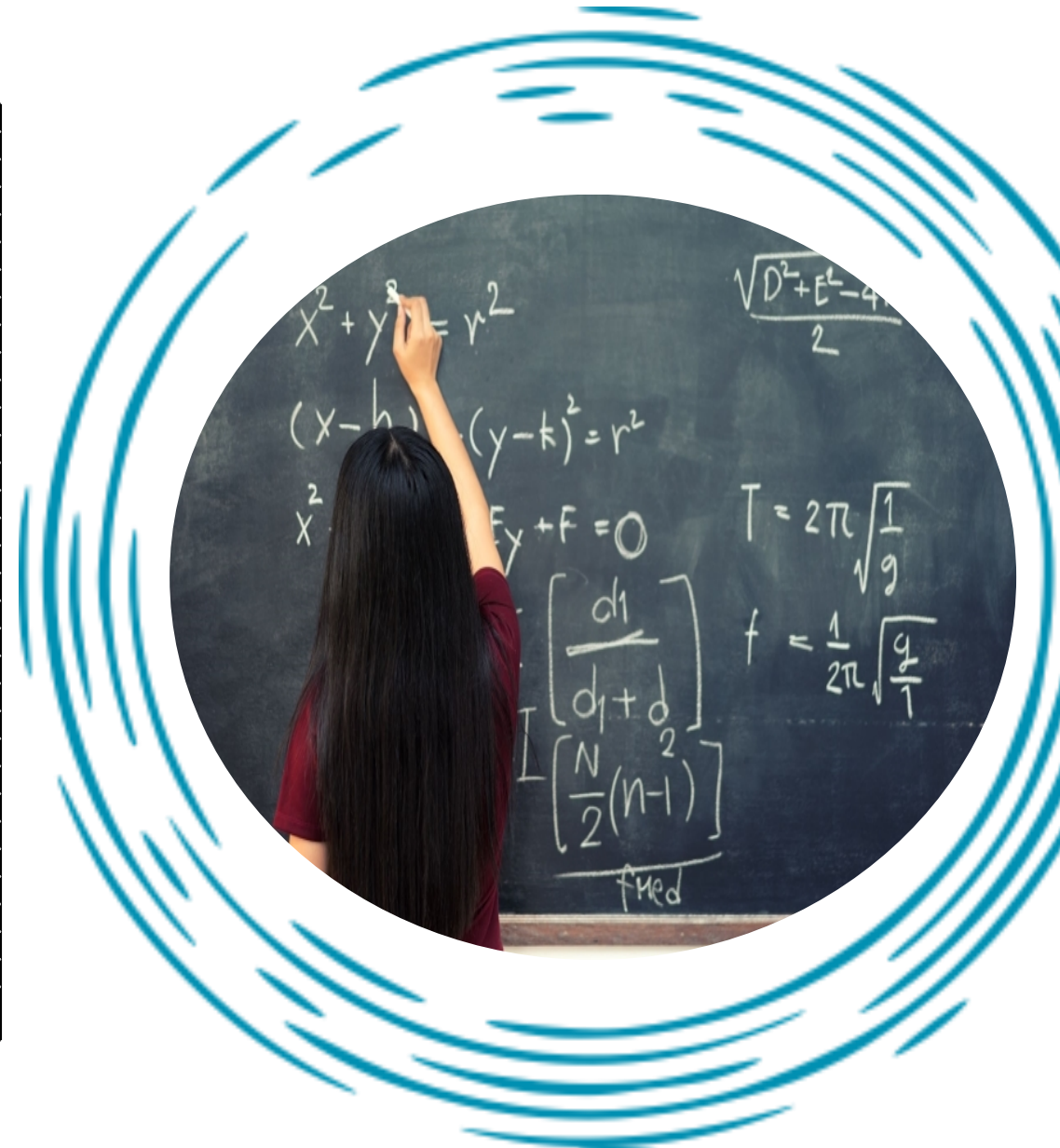
**TWO WEEKS ON, FOUR WEEKS OFF**

**POSITION**  
**Temporary Interventionist**  
*Provides direct support to students and staff; Assists in implementation of innovative culture-based curriculum*

**PAY**  
**\$750/Day**  
*Work two weeks on, four w*  
*\*All travel & accomm*

# CLASSIFIED OPENINGS:

SITE	JOB OPENING	SITE	JOB OPENING
AIN	Head Cook	NUI	Cooks Helper/Custodian
AIN	School Bus Driver/Maint. 1 YR	NUI	Plant Manager
AKP	Cooks Helper SY	NUI	Maintenance I/Custodian
AKP	Intensive SPED Para	NUI	PT Library Para
ATQ	Cook Helper/Maint I YR	NUI	PT Instructional Para
ATQ	Maintenance III YR	NUI	PT Instructional Para
ATQ	PT Para Library	NUI	Home School Facilitator
ATQ	Intensive SPED Para	NUI	Intensive SPED Para
BHS	Maintenance Worker I SY	NUI	School Bus Driver SY
BHS	Intensive SPED Para	PHO	Cook I
BHS	Instructional Para	PIZ	Cook's Helper SY
HMS	Maintenance Worker II YR	PIZ	Maintenance I/Custodian YR
HMS	Intensive SPED Para	PIZ	Maintenance Worker II YR
IPK	ECE Para	PIZ	Instructional Para
IPK	Instructional Para	PIZ	SPED Para
IPK	Intensive SPED Para	PIZ	Administrative Assistant
IPK	Intensive SPED Para	UTQ	Temp Cultural Expert
IPK	Intensive SPED Para	<b>Student Services</b>	Temporary Recreational Para
IPK	Iñupiaq Language Para	<b>Student Services</b>	Temporary Secretary
IPK	SPED Para	<b>Student Services</b>	SPED Teacher-LT Sub (All Grades)
IPK	SPED Para	<b>Student Services</b>	Counselor - Long Term Sub (All Grades)
IPK	SPED Speech Para	<b>Student Services</b>	Temporary Duty Para
IPK	Speech Para SY	<b>Student Services</b>	Temporary Paraprofessional
IPK	Maintenance I/Custodian YR	<b>Administration</b>	Federal & State Grants Coordinator
IPK	Maintenance I/Custodian SY	<b>BO</b>	Payroll Specialist
IPK	Secretary I SY	<b>Curriculum</b>	Temp Regional Interventionist
KAK	School Bus Driver SY	<b>HR</b>	Human Resources Specialist II
KAK	Maintenance Worker I YR	<b>Maintenance</b>	Program Assistant
KAK	Maintenance Worker II YR	<b>Maintenance</b>	Temporary Maintenance 1
KAK	PT Library Para	<b>School Board</b>	School Board Secretary
KAK	Para SPED	<b>Transportation</b>	School Bus Driver SY
<b>Food Services</b>	Temp Cook's Helper		



# PRIORITIES OF FOCUS

- Expanding recruitment pipelines:
  - Hiring HR III & Recruiter
  - Agreements with post-secondary institutions and exploring innovative solutions for LTS H1B Visa
  - Expanding job postings to niche educator markets
  - Virtual and in-person recruitment fairs and to connect with diverse candidates across the U.S. and Canada.
- Launching a district-wide retention initiative
- Improving district messaging and branding
  - Local and National social media campaigns showcasing culture and professional opportunities in Alaska.
  - Targeted marketing efforts for short-term and seasonal opportunities to engage a variety of job seekers.

