

Highlighted Department Iñupiaq Education Tenna Pili

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

- **Iñupiaq Mentor-Apprentice Program:** We've hired a full-time employee who will focus solely on implementing an effective Mentor-Apprentice Program focusing on supporting our Uqautiluᅇa Iñupiatun Immersion teachers, our Iñupiaq Language Teachers, Department Staff, and Parents of the immersion program. We understand that in order to meet and exceed district strategic plan goals and work towards graduating bilingual students, we need to increase the fluency and proficiency of our adult speakers who teach, create materials, and provide program supports. We will build a curriculum to ensure sustainability of the program and implement the program with current language teaching staff who need direct support in increasing language fluency.
- **Iļisaurriᅇuqta Program:** We continue to partner with Iļisaᅇvik College, UAF, and ASCF in the Iļisaurriᅇuqta program. We've co-created a marketing flier to do another Spring recruitment push. We are thankful to the NSBSD Board of Education for their continued support of the program and offering the \$750 monthly stipend for program active employees.
- **Nunaaqqiurat Tumitchiaᅇit - Iñupiaq Education Sub-committee:** Director Pili is the Champion for this sub-committee and has set up recurring meetings with the partner organizations, which now includes Arctic Education Foundation. These have been fruitful conversations in planning and implementation of focused areas. The subcommittee meeting scheduled for December was postponed and rescheduled for January for follow up conversations.
- **Upcoming events:**
 - **NS Elders & Youth Conference 2025:** IHLC will be hosting their annual regional Elders & Youth Conference in 2025. Dates are tentatively scheduled for the week of May 25th; the theme of the conference are TBD, but Director Pili will provide updates as details are finalized. The next IHLC commission meeting will be held on January 17th, 2025.
 - **Kipiᅇniᅇuqtit Iñupiuraallanikun Language Summit 2025:** Kipiᅇniᅇuqtit Iñupiuraallanikun is a non-affiliated grassroots organization that focuses on cross-regional Iñupiaq language growth, partnerships, and sustainability of the language acquisition efforts. They're planning to hold a language summit in Utqiaᅇvik in 2025 after the IHLC Elders & Youth Conference. Dates and theme of the conference are TBD, but Director Pili will provide updates as details are finalized.

Culturally Responsive Instruction

- **North Slope Science, NS History & Culture, Iñupiaq Grammar Course Update (RRR Grant Initiatives):** We have been working extensively with Lynx Alaska who is supporting our grant initiatives in updating and enhancing our local courses and Iñupiaq language courses. We have made substantial progress with the review and mapping of the North Slope Science course, and have started the review and mapping phase of the North Slope History & Culture course. In earlier reports, we've mentioned that these courses will be enhanced in this order. Simultaneously, we have been exploring all of our current resources as well as other additional language resources to help build out the Iñupiaq Grammar and Conversational Iñupiaq courses. Since they are all essentially interrelated, we want to ensure that as we move forward and capture any media related to the courses that we do it in a way that it can support multiple courses (if possible). We look forward to continuing this work as it will be a substantial enhancement with these courses and provide a well-rounded approach for student learning, as well as facilitation of teachers.

Goal 2: All students perform at or above grade level.

- **Iñupiaq Phonics Progression:** Notes reviewed; next steps are being developed to support consistent progress in mapping out the Iñupiaq Language Phonics scope & sequence. We are currently meeting regularly to keep the momentum going, which includes Iñupiaq Education department staff, Curriculum & Instruction staff, and the Immersion Teachers. Part of this is in alignment with the State of Alaska's focused work in developing draft Alaska Native Language literacy standards and progress in the development of indigenous language literacy screeners. This includes additional training and sessions focused on Worldolf methodologies, Steiner methodologies, collaboration with Kawerak & Kiminaq Alvanna-Stimpfle's recent experience as an Iñupiaq Immersion teacher in Nome, and other plans in preparation for opening up for year 3 at Ipalook Elementary School.
- **Iñupiaq Immersion Resources:** We have been working on creating more Iñupiaq language materials for Iñupiaq reading, writing, acquisition, and math literacy for use in the immersion classroom. This includes revamping and enhancing old materials and creating new ones. One immediate solution that we have found as we progress forward in creating materials, is working with Erin Hollingsworth (District Librarian) and Nancy Lumpkin (Literacy Interventionist at Ipalook), to choose books in English and get them translated by our language experts Iñupiatun so that we can enlarge our classroom libraries for immersion students to have more books to read Iñupiatun. As we continue to progress in this area, our plan is to ensure these books are available district-wide and for the public to access.

Part of this work also encompasses the newly authored early reader series of books which will be written in both English and Iñupiaq so that students in the immersion program also have access to Iñupiaq language books. This also provides for general education students to have access to culturally-relevant books.

- **Iñupiaq Language Program Additions & Enhancements:** As we work to continue to build our Iñupiaq Language program, we have added new additions to the report cards for elementary students grades K-4. In alignment with the Iñupiaq Language Scope and Sequence we've collaborated with our ilisaurrit to create a chart that they can use to track students' mastery of Iñupiaq language components within each level of the Scope & Sequence and in turn use this for their grading and report cards. It also is a positive outcome for students to see updates and real-time achievements in their language classes. This included training for our ilisaurrit in the new system and integrations and a refresher on PowerTeacher in entering grades for the new additions to and newly formatted report cards.

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

- **Tumitchiat Sivunmun Plans:** We have been working with Jim Dube quite extensively to support the QLC intensives and programming that directly align with the development of students' Tumitchiat Sivunmun Plans and career exploration. This has had amazing results so far, and we are looking forward to continued support of intensives throughout the remainder of the school year. Some intensives that will be coming up in January include the continuation of the Videography course (in partnership with Lynx Alaska and the RRR grant work) which will lead up to student projects for Kivgiq 2025, cosmetology, Sewing with Susan Hope, and a few others that Jim has planned.

Goal 4: Graduate bilingual students.

- **Iñupiaq Language Textbook Development:** We have been working extensively on moving this project forward to publication. We have had Iñupiaq language expertise support from Pausauraq Harcharek, Dr. Edna MacLean, Larry Kaplan, and Gladys Nashoalook, so that we can ensure that all

dialects are supported. This will be a huge success for us and our department as it will allow us to have high quality, all encompassing materials that will support our continued work and instruction in all grade levels as well as have a resource that we will share with each household on the North Slope. These books will allow families and adults to learn at home with their students and will have accompanying interactive language card games to go with them.

- **Weekly Iḷitchipaktuat Reports:** Reports are created weekly and shared with staff via email and the community through KBRW. Work has begun on collecting students' voices highlighting their weekly achievements and insights on IVALU and language learning to include in the radio show. These highlights will continue to be done on a weekly basis throughout the rest of the school year.
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Student Social & Emotional Wellbeing

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

- **Kivgiq Planning Underway (Intersects with Staff Support & Professional Development):** The District has been working as a team in collaboration with the NSD to plan for the upcoming Kivgiq 2025. This has been a district-wide effort to ensure that we are keeping a safe learning environment for students on site at BHS and those that will be in attendance from any of our villages. Included in this plan are two major focus areas: Facilities/M&O and Crisis Management preventive and accurate and appropriate curriculum and instruction implementation plans for teachers with several different options for project-based intensives for all students. This will include a few different cross-curriculum options for students attending in person and those that will still remain at their respective schools. This plan is available for Principals to start working and planning with their teachers at the start up of the second semester. We will continue to work to provide supports leading up to Kivgiq and after Kivgiq.
 - **Iñupiaq Fine Arts Program:** Susan Hope has been facilitating the Iñupiaq Fine Arts program for the first time this year and it has been a tremendous success. She has gone to every village at least once and is already scheduled into the remainder of the school year to visit all of the villages again. She has also partnered with AEF and IHLC in some of their programming to support their initiatives as well. Through our program, she has provided facilitation to students at each of the respective schools focusing on specific projects, and while she is there, she also provide evening programming for community members. Not only has she taught students through project-based learning, but has already provided to some community members who had not sewn since they were in school as young children. Some of the projects she has worked on include qatignisi, atikḷuit, small key chains, jewelry, ornament making, fur parkas, atigi making, cutting various furs, to name a few. We are looking forward to her continued facilitation and hope that she will continue into next year as well. Quyanaqqak Susan!
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Staff Support & Professional Development

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

- **Continued Iḷisaurrit Training:** Our department continues to hold regular training and professional development sessions lead by the department to support the areas of need that iḷisaurrit have, district initiatives, and overall programming supports. This includes strengthening our professional learning community: supporting teachers as we advance in putting structure and mechanisms in place for

achieving bilingual graduates. This includes regular PLC's and targeted sessions at in-services as well as one-on-one or small group support throughout the weeks.

- **Principal Discussions:** Director Pili has been maintaining the momentum from the Principals' retreat to continue consultation and support of all principals. From a department standpoint, we have been focusing on areas of support that intersect with site-based initiatives and the Iñupiaq Education Department as well as any key district goals. This includes one-on-one collaborative meetings with principals as well as engagement with their regularly scheduled cohort meetings.
- **Cultural Inservice's:** We continue to help support site-based cultural Inservice. Susan Hope has aligned her fine arts intensives around some of the cultural in-services so that she can also provide programming to teachers during this time. It has been a huge success, and we are thankful to have her continued support. So far, all sites have implemented their first round of cultural in-services, except for Nuiqsut (which is scheduled for January 6th), and we will continue to focus on planning and preparations for the second round of cultural in-services in the spring semester.
 - Upcoming Dates:
 - Nuiqsut Trapper: 1/6/25 & 3/13/25
 - Utqiaġvik Schools: 2/17/25 (around Kivgiq)
 - Harold Kaveolook: 4/10/25
 - Nunamiut & Tikiġaq: 4/26/25
 - Aġak School: 5/3/25
 - **Meade River already conducted both of theirs

Financial & Operational Stewardship

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

- **Department Workflow, Career Path, and Inventory Tracking:** We have been working to enhance our Iñupiaq Education Department functions by putting systems and mechanisms in place that tie directly to the district's strategic plan goals and objectives. Part of this includes putting mechanisms in place to streamline daily and weekly operation workflow, exploring career paths through internal and external training and development, and ensuring inventory tracking and processes are in place.
 - **Culture-Based Curriculum Materials and Resources:** These are the materials needed to support implementation of the culture-based units published by the district. To support teachers' implementation of these, we manage and replenish these materials and resources to all sites. This includes coaching and support as well. It is also tied to the end of the year inventory check out process that we work with principals and sites on.
 - **Iñupiaq Language Program Materials and Resources:** Our department provides all necessary learning materials for language teachers and students within the Iñupiaq Language Program. As we have improved and enhanced our programming over the last several years, this has become more robust, so putting mechanisms in place for tracking was crucial. This includes all materials and resources that align with the program scope and sequence and support student progression in the language.
 - **Physical Classroom Materials:** In addition to teaching materials, our department helps to provide teachers with culturally relevant materials to place in their physical classroom environment. This is something that we continue to maintain, support, and replenish.
 - **Iñupiaq Fine Arts Program:** Materials inventory and tracking updated and in progress. This will help us review the inventory and purchasing data to project for future planning and implementation of the Iñupiaq Fine Arts program.

- **Media Equipment:** Ongoing updates to ensure accurate tracking. This includes all of our equipment that will be used for departmental/district collections and student media productions intensives.
- **Materials Replenishment & Sewing Machines:** With Susan managing the Iñupiaq Fine Arts Program, we are able to do an extensive audit of our sewing machines district-wide and have found that most, if not all, have not been serviced and need repairs. This is a crucial aspect of the success of her intensives and we need to ensure we put a process in place for tracking inventory, maintenance, servicing, and supplying machines and materials and resources to sustain the program. We are working on a plan for ensuring this is done as well as finalizing quotes for the purchasing of more sewing machines to sustain the program. In addition to this, we are working on a replenishment order for the Iñupiaq Fine Arts program materials and resources for the spring semester of implementation. Susan plans to implement another round of intensives at all sites again in the spring.
- **IED Project Mapping:** Now that we have the adopted strategic plan in place, we are working on streamlining department goals and objectives and ensuring that the department-focused strategic plan objectives directly align with and are married to the department comprehensive plan objectives (this is for longer-term department planning to ensure we stay on track with short and long-term goals and objectives).
 - As we streamline departmental operations and workflow, we are building out our repository of department specific Standard Operating Procedures.
 - We have weekly operational department meetings to engage in discussions and collaboration around short- and long-term goals, objectives, and needs. In addition to this, we do quick daily check-ins to articulate daily goals and dependencies.
 - We've streamlined our processes for inventory management for receiving, shipping, tracking, and inventory of all areas of our work functions to help streamline materials and resources.

As we continue to enhance the systems of our department to align with the systems of the district, we will continue to grow, enhance, and improve our department as a whole for success in accomplishing our short and long term goals.

- **Ivalu Accounts and Tech Support:** We continue to pilot the new IVALU app across all sites. Students are thoroughly enjoying the new app. We continue to work through bug fixes and maintenance issues which is common in working with apps, but so far there have been positive outcomes. In addition to district usage, we continue to partner with Iļisaġvik and provide accounts for their Iñupiaq language students and any follow-up technical support.

Department Reports

Curriculum & Instruction - Caitlin Santos

Culturally Responsive Instruction

Battle of the Books is well underway with teams practicing, and review items being sent home with students for use during the winter break. School and District Battles will be held in late January and early February. Way to Go readers!!

Our model classroom at Ipalook shifted into the RUS Grant Distance Learning Suite. This room has multiple cameras and ceiling microphones to ensure that we are able to capture audio and video in a way that is unobtrusive to learning, and at a quality that allows for us to create our own bank of teaching videos. During Semester 2, the focus will be on having existing teaching staff watch live demo lessons, and organizing all video clips in a way that allows for easy viewing by all teaching staff. We are excited about this move, and are excited about expanding the reach of the model teacher across the slope.

Staff Support & Professional Development

The Winter Benchmarking period for both mClass (grades K-3), and MAP (grades K-12) opened in December before the winter break. C&I staff ensured that all rosters were updated, and provided support to teachers in providing the assessments. Because both platforms provide nearly instantaneous results, the C&I team has already begun analysing the student data and will provide support through coaching and interventionists.

Nunamiut School, as well as Harold Kaveolook School will be receiving additional targeted literacy support through CORE services for the balance of the school year utilizing grant funding. This support will include teacher training on high quality literacy strategies, as well as direct modeling in classrooms for staff.

C&I staff rounded out the year helping to provide coverage in buildings. This provides us an excellent opportunity to offer support and coaching, and to build and sustain positive relationships with students, staff, and the community. In addition, we have provided trainings to newly arrived staff that joined us at semester break.

Numerous data reports were delivered to the State, including the last step of our ADM report which ensures that all of our students who transferred in or out during the count period are counted properly. This includes reaching out to sending and receiving schools to double check entry and exit dates.

All School Improvement plans were accepted by the State, and have been aligned to the district mission, strategic plan, and adopted core resources. This is a big step forward in terms of district alignment, and represents a large bulk of work by site principals and school improvement teams.

The NSBSD Instructional Accountability calendar was finished and we are piloting the tool with Meade River School. This tool allows us to dipstick all accountability measures at once, including the MTSS process, online program usage, lesson plan quality, classroom physical environment, and more. The goal for utilizing this tool is to provide Principals with actionable information on the instructional side of their building, enriching the conversations we have about instruction, as well as providing high level aggregate data about how our initiatives are being implemented across the district. It also allows for all of the information to be in one place, providing a simplified experience.

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 Ms. Lynn Butler for her service to the district. Lynn is working as a Secondary Special Education teacher at Barrow High School. Lynn has been working hard to provide for her students and has been getting some great results. I would like to say thank you for all your hard work.

Additional SPED staff at Nuiqsut are now working to provide consistent support for intensively funded students. The candidate for the open counselor position at Kali school that we were excited about unfortunately turned down a job offer due to our compensation package. We have 2 interviews scheduled for long-term sped substitutes the week of the 16th.

We are continuing our work with Human Resources to look at salary structures for classified staff to compete with the local area offerings. Also, we are looking at what changes may be necessary in the areas of compensation, housing, bonuses, and other benefits to increase the North Slopes marketability to future hiring.

Student Social & Emotional Wellbeing

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

Counseling

Site visits to Nuiqsut & Kaktovik this past two weeks complete site visits at all locations from the counseling department. Weekly updates with guest speakers (recently Iḷisaḡvik, ANSEP) have been provided to the counselor through tele platform.

On December 4th a district-wide PLC on CHAMPS was conducted. The counselor coordinator is wrapping up helping all sites with their Spring 25 Master schedules and teaching a remote course at Point Lay.

Counseling has been collaborating with the Qatqiññaḡvik Learning Center to provide STEM opportunities to middle and high school students through the ANEEP program (Alaska Native Science and Engineering Program. QLC is looking at hosting some introductory stem classes and we hope to provide access to intensive programs offered in both Anchorage and Utqiagvik

Social Emotional

The Student Services Department has continued to support students and families over the last month, providing referrals to services and clinical support. This month, we have worked closely with the North Slope Borough Health Department to finalize the social-emotional room at Hopson Middle School. The Student Services Department will use this space to facilitate groups, meet with students, and provide a place to learn healthy skills.

We recently held our family holiday family night. Families made gingerbread houses and stockings at Hopson Middle School. The turnout was about 66 people in total.





We met with two schools in Anchorage to learn how other districts are staffing to better serve their students with SEL content. The SEL coordinator met with White Wave Counseling to discuss how the school district can provide telehealth therapy for students as another source to continue providing counseling where we have unfilled positions.

We continue to get a lot of referrals for students who need mental and behavioral health services. The struggle continues to be having clinical support for students who need one-on-one therapy.

Qatqiññaġvik / Career & Technical Education - Jim Dube

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

November and December have been busy months with CTE/Qatqiññaġvik. November saw two weeks of intensives. One week was a heavy equipment class specifically for students from Utqiagvik, and the other week was open to all students. That week we had 31 students that took part in Arctic Survival/First Aid, Welding, and Video Productions. December saw our first cosmetology class. This first class is specifically for students from Utqiagvik, but will be repeated in the spring for students across the district.

Goal 1 Prioritize and implement intentional and purposeful partnerships

We are in the early planning stages of a 5th grade STEM Ready ‘mini-intensive’ in partnership with ANSEP (Alaska Native Science & Engineering Program). Students will spend three days engaged in hands-on STEM (Science, Technology, Engineering & Mathematics) activities at the Qatqiññaġvik Learning Center. This is currently scheduled to take place in early April.

This department is exploring another partnership to benefit our students, one with AMEC - the Alaska Maritime Education Consortium. From their website: The mission of the AMEC is to “collaborate to prepare Alaskans for afloat and ashore careers that will support and strengthen the maritime workforce” by combining efforts to provide maritime training and education across the state. This partnership would help us launch an outboard engines intensive course. As an affiliate partner, we would have access to Yamaha’s curriculum as well as their engines at or below dealer cost, saving us considerable funds.

Human Resources - Loretta Ebnet

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

In preparation for key upcoming events, the HR department has been actively facilitating hiring processes and conducting background checks to ensure adequate volunteer and security staffing and compliance for the Native Youth Olympics, The Christmas Games, and Kivgiq. As this major cultural event approaches in February, we are expediting background checks and coordinating hiring efforts to meet the unique needs of this celebration.

By proactively managing these processes, we aim to uphold safety standards while supporting the success of these vital cultural and community events.

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District *Developing and retaining qualified, engaged, and committed staff.*

As part of our ongoing commitment to professional development and compliance, we have successfully finalized the implementation of our new Learning Management System (LMS), Vector Solutions. This platform enables us to streamline and assign required training to all staff.

Currently, employees are being enrolled in mandatory training modules covering critical topics such as anti-discrimination, sexual harassment, and personal boundaries. These training sessions are essential for fostering a safe and respectful work environment.

Additionally, in-person facilitated training sessions are being scheduled during in-service for both certified and non-certified staff on January 22, 2025. These sessions will provide an opportunity for interactive learning and ensure full understanding of these important topics across our District.

In alignment with these efforts, the department is also developing a baseline framework for onboarding new staff. This framework will ensure that all new employees receive consistent, comprehensive information about district policies, expectations, and available resources, equipping them to succeed from their first day onward. The first onboarding session will be held on December 16, 2024.

In December 2024, the HR Director and Benefits Coordinator attended the Alaska Association of School Business Officials (ALASBO) conference. The conference facilitated connections with HR professionals across the state, provided insights to topics in HR in the area of school districts to include benefits and retirement, teacher retention, DEED updates and Special Education Maintenance of Efforts.

Attracting and hiring NSBSD mission and Pedagogy-aligned recruits.

The department has received 20 H1B ECE and SPED candidates and are currently setting up meet and greets with each candidate to begin the hiring process. Interviews are underway to hire a recruiting specialist for a period of three months to assist with recruitment for SY2025-26.

HR has contracted with Footprints Recruiting to address the district's ongoing high need for qualified teachers. Through this partnership, HR has successfully secured one hire who is scheduled to begin on December 30. Additionally, HR continues to interview candidates to fill other critical teaching positions, to ensure students have access to skilled and dedicated educators.

Facilitating and increasing staff connectedness, support, and well-being.

January 2025

Human Resources worked closely with the District's Broker Marsh McLennan to update all Benefit Packages to facilitate the Benefits Open Enrollment process from December 1-15, 2024. HR provided Open Enrollment One-on-One in-person or online meetings as requested during the week of December 2 for all staff.

Added Duty Contracts and Activity Reports for December, as well as mid-year payments, were processed and handled as required.

Information Technology - Reginald Santos

Financial & Operational Stewardship

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

Utqiagvik Data Center Core Server Upgrades – Final Update (December)

The IT department is proud to announce that the server upgrade project has been successfully completed. All new servers have been installed and configured as planned. The Tyler ERP servers were migrated on schedule with minimal downtime, ensuring a smooth transition to the upgraded infrastructure. While there were minor hiccups post-migration, these were promptly resolved within a few days with the assistance of the Tyler support and migration team.

December Operations and Challenges

December has been a relatively quiet month as we approach the winter break. However, an unexpected issue occurred on December 19 due to a longer-than-usual power outage, which caused the new servers to overheat and automatically shut down to avoid further damage. While this protective shutdown preserved the hardware, it led to some critical operational disruptions:

1. Corrupted Processes and Service Outages
 - Some Tyler ERP services failed to restart properly due to an improper shutdown, causing temporary disruptions.
 - DNS and DHCP services did not come back online after power restoration, leading to significant issues with local area networking and internet access.
2. Payroll Emergency

The outages affected the business office's ability to process payroll, creating a high-stakes situation where staff might not receive their paychecks before Christmas. This would have caused significant distress among employees during the holiday season.

Swift IT Response

The IT team acted quickly to troubleshoot and identify the root cause of the issue. It was determined that the primary domain controller (PDC), along with DHCP and DNS services, were not running, which in turn caused other servers to malfunction. Once the PDC was restarted, Tyler ERP services and other critical systems came back online. This allowed the business office to complete payroll processing in time to ensure staff were paid without delay.

This incident highlights the resilience and efficiency of the IT team in managing critical situations and ensuring continuity of operations under pressure.

We extend our gratitude to the IT staff for their dedication and swift action in resolving these challenges, ensuring the district's operations remained on track during this critical time of year. As we move forward, the upgraded infrastructure will continue to support the district's needs and provide a more robust foundation for future growth.

Business Office - Megan Williams

Financial & Operational Stewardship

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

The NSBSD Payroll Department successfully completed the integration of its accounting software with the timekeeping program on 11/22/2024. This milestone enhances operational efficiency by automating data flow, reducing manual processes, and ensuring accuracy in payroll processing. The completed integration marks a significant step toward streamlining payroll management and optimizing departmental workflows.

A comprehensive review of standard operating processes and procedures is ongoing, in alignment with our strategic plan. This review focuses on identifying areas for optimization to ensure consistent and efficient practices across the District.

Upcoming Reports:

- W-2s & 1095's sent to employees
- 1099's sent to contractors
- 941 submitted to IRS
- Unemployment and Retirement reporting submitted to State

Staff Support & Professional Development

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

In December 2024, four staff members from the Business Office attended the Alaska Association of School Business Officials (ALASBO) conference. The team gained valuable insights into updated State and Federal reporting requirements, enhanced their proficiency with frequently used programs through tips and techniques shared at the sessions, and were introduced to foundational applications of artificial intelligence. Additionally, the conference provided an opportunity to establish connections with peers across the state, creating a network of resources for future collaboration and support.

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 in February or March 2025.
- Bleachers Procurement – delivered. Installation begins 10/19/24. UPDATE: Bleachers completed
- HVAC System - HVAC testing and balancing; report received. Will balance during CIPM heating project.
- 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
- Vape sensors installed.

BARROW HIGH SCHOOL

January 2025

- 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. Army Corp and separate engineering firm are analyzing.
 - UPDATE: RSA and Army Corp. of Engineers will provide new analysis including newer mechanicals being installed by UIC.
 - Mechanical System upgrade- Substantial completion.
 - Gym Floor- Installed and completed
 - 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 site Wall completed for fixed installation. Installation to commence October 28th, 2024. UPDATE: Bleachers installed.
- 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 KAVEOLOK SCHOOL

- New School- Pylons are complete and in-ground. Flooring and walls have continued. Roofing being installed.
- Interim School Lockers Procurement- Procurement in progress with Sourcewell and CIPM.

KALI SCHOOL

- Bleachers- Procurement in progress. Will update with progress. Color and sizing chosen, moving forward with purchase.
- 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 will put out for 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.
- FFE Furniture-Has been sent to Storey-Kenworthy for updated pricing and purchase through Sourcewell. UPDATE: Furniture is in process and waiting on PO from CIPM. 7-8 week delivery time. Installation will be provided.

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 commencing on December 26th.

NUNAMIUT SCHOOL

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

TIKIGAQ SCHOOL

- Kitchen Remodel- NSB CIPM waiting for proposals. UPDATE: Tikigaq Corporation working with CIPM for a summer renovation schedule.
- Security “Funnel” and door alarms- Completed and installed
- Vape sensors installed

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 – NSB putting out for bid with security project.
- RSA audit received. 10-year plan created.
- Vehicle Procurement- Vehicles began arriving 4/15/24. 90% completed. Others to be brought on ice road or barge.
- HVAC, Heating, Mechanical System Upgrades: CIPM placing all level 1 items from 10-year plan out for bid.
- Video Surveillance, Access Control System, camera upgrades, security funnel, and door detex alarms, - 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. Will be placed out for bid and will need to be done in phases due to costs and scope.
- Vape sensor installations began 10/11/24 and will continue until all sites are completed districtwide. UPDATE: ALL SCHOOLS COMPLETED AS OF 11/16/2024.

SITE	Count of Work Order #
AIN	38
AKP	38
ATQ	38
BHS	38
HMS	37
IPK	31
KAK	15
KLC	28
NUI	32
PHO	65
PIZ	23
TRANS	4
UTQ FACILITIES & HOUSING	137

Grand Total

524

WORK ORDER ORIGIN			
SITE	Non-PM	PM	Grand Total
AIN	1	37	38
AKP	15	23	38
ATQ	15	23	38
BHS	15	23	38
HMS	14	23	37
IPK	8	23	31
KAK	14	1	15
KLC	1	27	28
NUI	8	24	32
PHO	12	53	65
PIZ		23	23
TRANS	3	1	4
UTQ FACILITIES & HOUSING	54	83	137
Grand Total	160	364	524

WORK ORDER STATUS			
SITE	CLOSED	IN PROGRESS	Grand Total
AIN		38	38
AKP	32	6	38
ATQ	21	17	38
BHS	37	1	38
HMS	36	1	37
IPK	31		31
KAK	15		15
KLC	28		28
NUI		32	32
PHO		65	65
PIZ	1	22	23
TRANS	4		4
UTQ FACILITIES & HOUSING	88	49	137
Grand Total	293	231	524

Events and Itinerant Housing Stays district wide

SITE	# OF EVENTS
AIN	7
AKP	9
ATQ	6
BHS	39
CO2	1
HMS	23

IHR	# OF STAYS
AKP IHR	7
ATQ IHR	12
KAK IHR	4
NUI IHR	11
PIZ IHR	4
UTQ IHR	18

January 2025

IPK	17
KAK	1
NUI	6
PHO	15
PIZ	55
Grand Total	179

Grand Total	56
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EMERGENCY MANAGEMENT

Emergency Management Coordinator, Ty Cunningham, has been travelling to all sites to assist with emergency drills, emergency training, and CPR/AED training for all personnel, including Borough employees.

NSBSD SCHOOL GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 12/02/2024

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	+	+	+	+	+	+	+	+	+	+	+
CMP POSTED	+	+	+	+	+	+	+	+	+	+	+
EVAC PLANS	+	+	+	+	+	+	+	+	+	+	+
CRISIS ANN TRNG	Dec 17-18	Dec 12-13	Dec 10-11	16-Dec	+	+	+	+	+	+	+
GO-KITS/Blanket	+	+	+	+	+	+	+	+	+	+	+
RADIO 2-WAY	+	+	+	+	+	+	+	+	+	+	+
1st AID TRNG	+	+	+	✗	+	+	+	+	+	+	+
CPR TRNG	+	+	+	✗	+	+	+	+	+	+	+
AED TRNG	+	+	+	✗	+	+	+	+	+	+	+

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

NSBSD SCHOOL GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 12/02/2024

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	+	+	+	+	+	+	+	+	+	+	+
CMP POSTED	+	+	+	+	+	+	+	+	+	+	+
EVAC PLANS	+	+	+	+	+	+	+	+	+	+	+
CRISIS ANN TRNG	Dec 17-18	Dec 12-13	Dec 10-11	16-Dec	+	+	+	+	+	+	+
GO-KITS/Blanket	+	+	+	+	+	+	+	+	+	+	+
RADIO 2-WAY	+	+	+	+	+	+	+	+	+	+	+
1st AID TRNG	+	+	+	✗	+	+	+	+	+	+	+
CPR TRNG	+	+	+	✗	+	+	+	+	+	+	+
AED TRNG	+	+	+	✗	+	+	+	+	+	+	+

Matrix Status Legend

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- Green Box = In progress
- Gray Box = Authorized Procurement

STAFF SUPPORT AND PROFESSIONAL DEVELOPMENT

All Plant Managers will be attending classes by Iļisaġvik at their sites regarding Hazardous materials, Environmental Issues, and Tank (fuel, glycol, oil) training. NSBSD is partnering with the NSB Environmental Department and Fuel Department on training and EPA items.

Student Activities - Steve Zanazzo

The Mixed-6 Regional Volleyball Tournament was held at Kali School on November 22-23. All seven 1A schools participated in this 2-day event. Tikiġaq Harpooners came back through the consolation bracket to defeat Nunamiut in the championship match to end a very exciting tournament!

Kali once again was a gracious host, with great food, weather and drumming and dancing to end the tournament and celebrating our student-athletes.

Board member Frieda Nageak was a great addition to this event as she was involved the whole weekend as the announcer at matches and at the awards ceremony. Our IT department did an outstanding job streamlining the whole event for the fans and families that couldn't make the trip. Radio legend Bob Thomas did play by play for every match and is always nice to hear his voice on the stream.

January 2025

Meade River Eagles won the sportsmanship team award. Harold Kaveolook Rams took home the Academic Award with a combined team gpa of 3.7 from last semester's grades! Tikigaq was crowned Regional champion and Nunamiut was runner-up.

ASAA let us know that one of the other Mix-6 conferences was not going to fill a State berth and they selected our conference to receive two berths for this season only. So both Tikigaq and Nunamiut represented us at the State tournament held at Palmer High School on December 5-7.

Unfortunately, Nunamiut lost both of their matches 1-2 and were eliminated on Friday morning at the ASAA State Championships. Tikigaq won their first match on Thursday and then lost both matches on Friday ending in 5th place of 12 teams in the tournament. Congratulations to Tikigaq's Henry Nashookpuk and Jennifer Nash on being selected to the ASAA Mixed-6 All-Tournament Team. Jennifer Nash was also selected for the Best Server Award at the Tournament.

The Regional Wrestling Tournament was held in Kotzebue on December 14th. Barrow Whalers sent 16 boys and 6 girls to this one-day tournament. The Barrow boys came out on top as Regional Champions and the girls placed 2nd. Barrow qualified 9 boys and 3 girls for the ASAA State Championships in Anchorage on December 20th and 21st.

The boys wrestling team placed 13th out of 42 teams. Norman Lilomaiava made it to the championship match at the 285 lb weight class but he was defeated 19-8.

The Whalers have a strong team coming back next season and also look forward to hosting the Regional Championships for the first time in a very long time at Barrow High School on December 13, 2025.

Basketball is off and running this season. All 8 of our schools will have a team or teams representing our district this season. Barrow and Tikigaq have already played in two tournaments before and after Christmas. The 1A teams will begin games next weekend after the Big Bob NYO event this weekend at BHS.

NYO will have its 1st Annual Big Bob Qinaqtug Traditional Games this weekend on January 10-12 at Barrow High School. Over 60 student-athletes from 7 of our schools will compete in 11 events over the weekend. Results will be shared in next board report.