

THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive
King Salmon, AK 99613
907-246-4280

1617 S Industrial Way #1
Palmer, AK 99645
907-745-7090



Date: September 11, 2024
To: LPSD School Board Members
From: Bill Cornell- Director of Personnel
Re: August-September Personnel Report

New Teacher Induction

We continued with a split New Teacher Induction format this year, doing one day of orientation and training in Anchorage, followed by a day of shopping before flying folks to their sites. Once on-site, new teachers participated in two additional days of training. Utilizing Chugach's Voyage to Excellence facility in Anchorage allowed for a great space to provide orientation, and help folks who are new to Alaska navigate the process of shopping and moving to our villages. Once on-site, new staff were able to settle into their living and work space before starting with whole-staff inservice on August 28. Welcome to all our new teachers!

I do want to recognize some comments from our guests who joined us for a portion of our New Teacher Induction in Anchorage, and who have worked throughout Alaska. The comments and feedback they shared were that there are few districts in the state who devote as much time and effort to welcoming new staff. Although this is a commitment of time and resources, welcoming new staff in this manner has long term benefits in retention of staff. A big "Thank you!" to veteran staff who coordinated the event, or stopped in to VTE to welcome new staff.

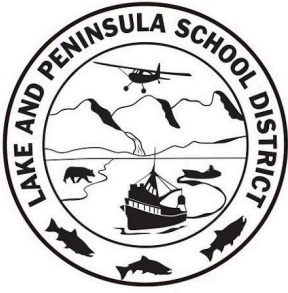
BBRCTE Apprenticeship Program

Through a partnership with regional districts, BBRCTE has been able to get the Apprenticeship Program off the ground! The first BBRCTE Apprenticeship Cohort met outside of Anchorage September 6-7. The goal of this program is to provide pathways for current LPSD residents, to become fully certified teachers in our communities. Currently, LPSD has five apprentices, and four fully certified mentors, participating in the program. It's great to see this program off the ground, and we are excited to see it grow over the next couple years. Ultimately, the hope is that through this program, we will see more teachers in our communities who are from our region.

C3 Participation

Four of our new certified staff are participating in the Creating Cultural Competence (C3) program this year. This program, in partnership with the Alaska Humanities Forum, provides staff new to our

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region an opportunity to build relationships and understanding of community connection and culturally responsive teaching practices. Based on past participation, teachers have entered our classrooms in the fall with greater connection to our region and communities, and a deeper understanding of cultural practices.

Student Teachers and University Partnerships

We currently have six student teachers serving in the district; three from State University of New York, and three from Kutztown University:

- ◆ Hadley Harrington- Working with Sara Erickson at Chignik Lagoon
- ◆ Heather Greene- Working with Stephanie Canning at Igiugig
- ◆ Thea Miller- Working with Patti Brock at Tanalian
- ◆ Aaron Packard- Working with James Barthelman at Newhalen
- ◆ Noah DeGraff- Working with Shakim Blackwell at Nondalton
- ◆ Luke Loyd- Working with Diana Hejtmanek at Chignik Lake

Thank you to our mentor teachers for hosting student teachers for the semester, and to Dr. Chris Wilkens from SUNY, and Dr. Kristen Bazley with Kutztown for your continued partnership.

Recruitment:

All of our certified positions are currently staffed! We have managed to put together a well-rounded certified staff this year, with a balance of early-career, and veteran teachers. We are fortunate to be fully staffed with excellent educators!

We are planning on traveling to Pennsylvania and New York to visit with long-standing partners in Kutztown, Commonwealth, and SUNY Universities October 21-30. The goal of this trip will be to hire Instructional Tutors for the spring semester, and strengthen partnerships.

Contract Adjustments:

FY 25 contracts, contract adjustments, and salary schedule movement are outlined on the Personnel Approval List

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