

## Administrative Report

### Superintendent David Vadiveloo

Utuqqanaavut kisuiġukkitka – sivulliit utuqqanaallu, paŋmami utuqqanaagiravullu, utuqqanaaġuġumaaqtuallu. Quyanaaġitka paŋmamuraglaan aullatimmagit savaktivut iġiññaqtuagiravullu. Nalunaigunmigiga sulii iñuuniaguutilaaqput savaguutilaaqpullu nunañiññi Iñupiat. Igliqtitchirauvluta miñuaqtuġviññik kamasuuttaġigikput ikayuiyumiññaqapta tamatkunani nunani.

Members of the Board and members of the North Slope community, Paġlagivsi – Welcome to the 2024-25 school year!

First, let me thank the community of Kali for hosting us. It's a great privilege for us to be here and to be seeing the terrific work that's occurring in this school. Our District exists only to serve the communities of the North Slope so we are here with open ears and gratitude for your hospitality.

Over the summer our students and their families across the Slope were out on the tundra playing, heading out tuttliaq, or out hunting for ugruk and aivik on the water and ice. As a District we're reminded of the powerful legacy and gift that Elders from the past and our Elders today continue to pass on to their families. As a District we begin this school year once again stating how honored we are to work and live on the sovereign lands of the Iñupiaq people. We pay our respects to their Elders, past, present and emerging. We thank the community for entrusting us as partners in the education and growth of their children.

This is an exciting school year for us. After two years of repairing and rebuilding, we have a busy agenda this year of new programs, improved programs and a total focus on students and their growth. Across this summer District staff have worked tirelessly to prepare curriculum, staffing and buildings for the new school year. With that in mind I'd like to present to the Board and our community the following highlights by way of an update on District operations mapped against our new Strategic Plan goals and objectives which will be presented to the Board for adoption at this meeting.

#### Domain: Family & Community Collaboration

Goal: Prioritize and implement intentional and purposeful partnerships.

This year will see an on-going focus on strengthening partnerships with families, community and stakeholders.

Over summer the administration continued to work alongside the NSB to support the maintenance of buildings, while the RSA audit of all sites with the NSB was also completed. This RSA audit report will be presented to the Board in September by Director Mikesell and will guide capital infrastructure repairs and priority planning into the future.

Another illustration of this strengthening in partnerships can be seen in the response to the recent tragedy at Tikigaaq, where our NSBSD Student Services team are working closely with NSB's Integrated Behavioral Health team and ICAS to deliver supports to students and families.

The District has also recently been utilizing the North Slope Borough's Employment Training Program (ETP) to benefit residents of the Slope by providing employment opportunities for the residents, while supporting our schools at the same time. Under this program the Borough pays the salary, while the District provides individuals with training and skill sets to assist their development in the workforce.

Our in-services this year have seen us introduce a 'working document' for the Pedagogy Implementation Plan to all Principals and staff. This document identifies the practical areas of growth and focus for the District and explains what these should look like in our schools. Having received feedback from teachers and Principals the document will now be prepared as a public facing document so that our community and families can map our commitments to our actions and provide us with more feedback.

During the district wide in-service this year, all teaching staff received training on the Tumitchiat Sivunmun Plans which will be central to creating successful student pathways across our District. Staff were presented with sample parent phone call scripts, time to work with their buildings on parent communication plans, and then depending on grade level taught, time to work through the district Literacy and Math plans in order to support the whole child.

Our continuation of the Ilisaurriqta Program partnership with Ilisaġvik College, UAF, and Arctic Slope Community Foundation now sees 10 staff on a pathway to certification. We hope we to increase our participation rates as we continue to promote the program. In Career Technical Education, our staff Qatqiñniagvik team have met with the new CTT professor at Ilisaġvik College to strengthen that partnership and discuss opportunities for our students this year. In the coming weeks we will do further outreach out to a number of local, regional and state entities to further develop opportunities for our students.

Finally, we are in the process of developing materials and utilizing grant monies to ensure there is greater public access to our Iñupiaq language materials. Most of these materials will be distributed for free into the community while some will also be available for purchase at cost price – but all will be provided to encourage language use in our homes as we continue to celebrate and support the community-wide focus on language revitalization.

#### Domain: Culturally Responsive Instruction

Goal: All students perform at or above grade level

High expectations supported by scaffolded teaching and culturally responsive curriculum is our pathway to student growth. Commencing this school year, it is also the expectation of the District that all formal observations of our teaching staff will be supported by 4 informal observations by Principals. This is a significant increase on the minimum of 2 informal observations that was the ‘norm’ for many years in this District. This increase in informal classroom observations is focused on supporting our teachers to support our students in achieving at or above grade level growth and performance.

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

Tumitchiat Sivunmun Plans (TSP’s) for all students are at the forefront of our thinking and planning this year, and as noted earlier in this report, introductory information has been provided to all Principals, and all teachers district-wide. This initiative will result in every student having a TSP that is co-developed with parents/guardians, teachers and students and which creates pathways that nurture the strengths of every student. Whether it is an employment pathway, a college pathway or a subsistence hunting pathway, every student will be supported to thrive and grow. The scale of this initiative is large but we are taking it step by step, at first instance targeting seniors and juniors and then working down the grade levels so that the implementation of these plans will be district-wide in 2 years. The result of this initiative should be a TSP that every parent or guardian, grandparent or student can visit across the duration of their child’s education in our District, providing a continuity of pathway planning for students irrespective of staffing changes.

Goal: Graduate bilingual students

We are in year 2 of the restart of the Uqautilunja Iñupiatun immersion program at Ipalook Elementary School with one K3/K4 classroom and a Kindergarten classroom now up and running. As we did last year, we invite all villages to request an immersion program and assist us to find a fluent speaker who can support a classroom being opened in SY25-26. Consultations with all villages will continue this fall and winter and our hope is to have identified at least one more village school and community that has capacity to open another immersion program.

In the meantime the Iñupiaq Education Department continue to grow the number of Iñupiaq language teachers (ILT’s), Iñupiaq curriculum, and overall language program with their primary goal to showcase

Iñupiaq language progression and growth and continue to put mechanisms in place to support graduating bilingual students.

Finally, IED is focusing on outsourcing the printing and production of materials and resources to support the Iñupiaq Language program scope & sequence and curricular materials. This will allow NSBSD to expand offerings from classrooms and schools, out to the whole community.

#### Domain: Student Social & Emotional Wellbeing

Goal: Facilitate & maintain culturally, emotionally, & physically safe learning environments

It is now broadly recognized and acknowledged by all organizations, governments, Tribes and stakeholders on the Slope that the social and emotional wellbeing of our students is a critical factor in their performance at school.

New Student services Director Mike Hautala has brought a wealth of experience to the department and a laser focus to our SPED supports. Currently staffing is at a critical level in this area with both a shortage of special education teachers and intensive paraprofessionals. But Director Hautala's team are working to address needs as they arise and recruit the necessary personnel to support our students.

The appointment of a new district-wide social and emotional wellbeing coordinator prepares us to focus more intentionally on this vital part of student services, as does the appointment of a new coordinator of Counselors.

All Counselors were provided with two additional days of focused in-service training on AKCIS, Second-Step, and the counselor e-binder to support them in their holistic support of our students.

#### Staff Support & Professional Development

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

We would like to start by acknowledging our returning staff who had perfect attendance for the last year SY23-24. At Ałak School we have Daisy Esguerra and Maricar Sarino; Nunamiut School, Charles Gifford; Atqasuk (Meade River School), Carla Alindada and Mecheal De Guzman, Alvin Juanite, and Alma Punla; Barrow High School, Elena Allers; Kathy Daclan; Nuiqsut Trapper, Cheryl Jackson and Engel Quilaton.

During new-hire in-service, the C&I Department focused on a multi-layered presentation of information to highlight the many layers required for successful implementation of culturally responsive instruction. These PD sessions included introductions to cultural safety, the Tumitchiat Sivunmun Plans (TSP's), effective communication and collaboration with families, the importance of the Iñupiaq Learning Framework and its use as a tool to support culturally responsive lesson planning and implementation in classrooms, culture-based unit implementation, and many other tools and resources that support teachers, staff, and administrators. We plan to continue to provide district-wide support in this area throughout the year to ensure that we are teaching to the whole child and maintaining high expectations for all.

The HR department under interim Director Gandia have worked tirelessly over the summer to recruit for the new school year. We're very thankful to Dimple for her constant upbeat manner and can-do attitude which has made a challenging recruiting season significantly less stressful. Through old fashioned hard work the HR Department have also identified a new Director of HR and that person will be joining us in a few weeks and will be introduced to the community and the Board at the September meeting.

To those new staff who have joined our educational family we welcome you also and thank you for committing to our communities and their children. We have recruited so many wonderful new staff I can't name them all so I will simply say that we are thrilled with the growth and temperament of the newly forming staff base and we look forward to continuing the delivery of professional development and program reform that was started during the in-services.

#### Financial & Operational Stewardship

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

M&O delivered a comprehensive range of preventative maintenance and summer repairs across all sites as can be seen in their attached report. M&O also continues to work towards all schools having individualized emergency plans, training, and updated flipcharts for each room and classroom. Emergency go-bags with supplies, a radio, and emergency blankets for colder weather will also be in all classrooms shortly, while first aid and CPR classes will be made available to all staff within NSBSD. Tikigaq will be the first school with the new detex bar system and funnel entry to their school with all sites to follow during the year. The new detex bar systems being installed (preventing doors being jarred open) and video/audio funnels being installed in all entries will allow site admin to monitor all non-district staff entries after school commences each day, allowing full building lockdown if required.

The Business Office under new Director Williams and with the support of retiring Director Niedermeyer has worked to close out FY24, completed a preliminary audit, hired a new payroll specialist, overseen an update and clarification in employee handbooks, configured payroll for FY25, and input FY25 Budgets and general ledger chart of accounts updates. All this while developing much needed SOPs for our District.

We are planning on FY 25 being a transformative year for Nutrition Service (formerly Food Services) as we tackle the long-standing inventory issues, shift to creating a more wholesome and robust menu, and begin our first year with districtwide Community Eligibility Provision (CEP). CEP status allows schools and districts to serve breakfast and lunch at no cost to all enrolled students without collecting household applications. Instead, schools that adopt CEP are reimbursed using a formula based on the percentage of students eligible for free meals based on their participation in other specific means-tested programs. Nutrition Services is ensuring 100% compliance with USDA and State food requirements moving forward. It is also planned that Nutrition Services will begin the shift to offering an Inupiat meal option quarterly with the goal of monthly offerings in FY 26.

Finally, thanks to the ongoing hard work of the IT Department in cooperation with vendors and stakeholders, we have significant advancements in our district's internet connectivity this year. Historically, our district has faced challenges with internet speeds, ranking among the slowest in the state. This year, our schools opened with access to internet speeds of 100Mbps, enhancing student services and district wide operations. The IT department have also worked tirelessly over the summer to re-image over 2500 laptops and ensure a smooth tech-start to the school year in-services and opening weeks.

### Conclusion

I want to start by thanking all the families and parents across the slope who've got their children up and back to school – with a Slope wide average of around 77% for the first week we are off to a good start to achieve our minimum attendance of 80% - always mindful of our target of 90% which has already been reached at some sites like Kali and Kiita.

And finally to our staff, Directors, departments, custodians, transportation, food services – all those who joined together this summer to develop and then deliver a comprehensive series of four separate in-services to new-hire Principals, then all Principals, then new-hire teachers and then all staff District wide. The teamwork and collaboration that was on display was a credit to every person involved and demonstrated the adherence to Inupiaq values that all our staff are working to model daily. To Assistant Superintendent Mulvenon thank you for carrying the load while I was grieving with my family and thank you again to the Board for providing me with the support to be with my family at this time and for continuing to provide clear guidance and support to achieve the Mission you have set out so clearly for our District. So as we head into our new school year let's continue the way we've started – Atautchimukta and kiita!

**End report DSV**