

Administrator Report, Departments

Curriculum & Instruction - Liz Noble

- Requested Information: Updated Assessment Plan & RTI Plan; How it all fits together, include the “have to” and “can do” tests/assessments. (Note: The attachments for assessment plan; lit/math plan; literacy plan/language arts; and Process Flow map are included as additional documents)

SY 21-22 will include the historical assessments such as NWEA, WIDA etc... This year, STAR Math and Reading assessments were added and identified in the attached Assessment Calendar. DEED replaced PEAKS assessment with NWEA for SY21-22. Therefore, the Department of Education will support NWEA for students in grades 3-9 and the school district will be responsible for students in grades K-2 and 10-12.

- Requested Information: Truancies in school; # of kids absent/not going; # of in-school participation

SY20-21 PowerSchool indicates 420 students as truant, 5 consecutive absences. SY 2019 – 2020, approximately 820 truancies were recorded. PowerSchool also indicates there were 12,046 absences recorded. Enrollment towards the end of SY20-21 was appx. 1,929 students. 193 recorded students opted to attend remotely.

Please Note: the above data is not the most accurate as it was difficult to track due to the pandemic and the constant switching between covid statuses.

Administrators Orientation was held July 28-29 with external presenters from NWEA-MAP and Corwin via Alaska Staff Development Network and via the Alaska Native Education Program grant (ANEP). Interim Superintendent, Rich Carlson provided an overview of the Strategic Plan and School Boards goals at the Principal and New Hire Orientation. Evaluation Survey link: <https://docs.google.com/forms/d/1FnZeXKnhpSFw7Ue5TEkmgh-Tk084JAdNkKk17fvzKnI/edit#responses>

New Teacher Orientation will be supported remotely August 2-6. In-Service evaluations will be shared with the school board during the August and September board meeting.

Approximately 1097 Elementary Math Kits for grades K-5 have been received and disseminated to sites for distribution. Math Kits were made available via the Alaska Native Education Program grant during SY20-21.

NWEA integration is scheduled for August 2 so we should be ready for students August 12 with all intervention programs and core resources.

Sylvan Learning’s Executive Director, Jennifer Sierra, met with site administrators Monday, August 2, 2021, to encourage student support and access for SY21-22. As per board approval Sylvan Learning will support 2 Sylvan tutors (Classified staff) at each site. Intent is to ensure classified personnel have an opportunity to build their resumes through Sylvan certification.

Curriculum staff will meet with PowerSchool August 12, 2021 @ 3:30 to determine feasibility of online enrollment packets as requested by the school board. On-line access will most likely become available later in the fall. Because PowerSchool is an Student Information System (SIS) confidentiality is probably not an issue but, this will be a part of the discussion.

SY21-22 Curriculum and Instruction will continue to support Assessment, Accountability, PowerSchool, Educational Technology, Curriculum and Instruction, with the addition of Free and Reduced Application Certification.

Inupiaq Education - Tenna Judkins

The Inupiaq Education staff consist of Tennessee Judkins, Coordinator of Inupiaq Education, and Dora (Aluniq) Brower, Secretary III. We currently have three other vacancies within the department and there are two vacant ILT positions; one in Tikiġaq and one at Hopson Middle School. We are currently working with the Human Resources department to get all of these positions filled.

IED staff participated in the Principal Orientation on July 28 & 29. We were able to connect with all principals to provide an overview of materials & resources that the IED can provide, discussed our plans to work closely with the Inupiat Language Teachers this school year, and what the expectations are of implementing cultural-based units in all grades. We also participated in new-hire orientation the week of August 2-6. We conducted cultural activities that were tailored to the daily life, knowledge, and activities of our local student population. This included learning the atchagat and pronunciations, how to introduce yourself Inupiatun, proper pronunciation of place names and school names, Inupiaq names, common terms and phrases, unspoken communication, and song/dancing motions for fun dances.

We are scheduled to hold an introductory Inupiat Language Teacher collaboration meeting on August 9th so that we can connect with all ILTs before the start up of school and ensure that they are informed of the recent changes in personnel, touch base to gauge where the needs are, and assist in any preparation prior to the start of the school year. We will have a follow-up meeting on August 18th to discuss agenda items and plans for and intended training/in-service we are scheduling in September. There has not been much emphasis placed on our ILTs in the past 2-3 years and they have not collaborated in-person as a group as they usually did to work on various trainings, classroom management, creation of classroom materials and resources, and more. This will be the intent of this training/in-service. We will continue to host monthly collaboration meetings with the ILTs on the last Wednesday of every month. We were able to order Inupiaq Grammar books (both 1 & 2) for ILT language learning as well as Inupiaq dictionaries for classroom use. This will support ILT language learning and will in turn allow them to expand their teachings in the classroom.

We have been focusing on planning for cultural in-service for the Utqiagvik schools. The original set date was intended to be on October 11th, but we have asked all of them to move it to an earlier date in the year which will be at the end of August. The purpose for this is so that they can experience cultural activities outside. Some of those activities include putting up a tupik, local plants/nutrition, cooking traditional foods, song and dance, storytelling, art projects, manaq natchiq, and more. By changing the date, this would allow for new and returning teachers to participate in rotational sessions outside since the IED has had to host the past several cultural in-services indoors. We are also working with all village principals to ensure they are supported in the planning and execution of their cultural in-services.

We are currently in the process of migrating all the data, which includes teacher developed units and cultural based units, from Rubicon Atlas to a new software program called Chalk.com Education. In the past, Rubicon has placed some barriers on the success and implementation of culturally relevant and locally created curriculum and after evaluating and comparing its features with other software, we made the decision to make the change. Through teacher surveys, we realized that Rubicon Atlas was not user friendly and prevented them from utilizing it to its full potential. With the change to Chalk, this will allow for a completely more user friendly platform, cohesiveness between cultural-based curriculum and adopted curriculum in C&I, as well as collaboration across the district. It will also allow teachers to adopt and adapt curriculum maps, ensure they're on track with meeting standards,

and allow principals to view assessment/data based on all the data. We are still focusing on cultural-based unit implementation district-wide during this change and will be supporting all teachers through our department and with the help of Mapkuq Mentors.

We are slowing receiving materials and resources that we had purchased in the past that were slow to process because of COVID regulations and slower shipping times. This includes the materials and resources for creating kits for the drum making unit. This also includes a purchase for books to support units created through the ANEP grant that will be supplied to the corresponding grade levels.

Student Services - Lori Roth

The Department of Student Services would like to thank MattieJo Ahgeak and Sharene Ahmaogak for their hard work over the summer. All Student Services office staff have been busy preparing the Embrace SPED database for our fall roll-out. We would like to thank IT, Lois Crooks, for his hard work and attention to detail to ensure all student files were transferred securely from GoalView to the Embrace system. Lois is also supporting the development of two-way communication between PowerSchool and Embrace for IEP summary uploads, student demographic information, and the development of a single-point login for staff via Google. MattieJo has been preparing and updating documents that will be distributed at New Hire In-service.

All SPED staff and related service providers have been provided their login information for Embrace. They have the ability to view caseload/documents and were given a “tester” student for hands-on experience. SPED teachers will be provided 3-hour initial training by Embrace on August 10 & 11, depending on their site in-service day. Principals have been provided “read-only” access to Embrace and caseload lists at the Principal In-service.

A follow-up training/discussion has been scheduled with Embrace developers to receive feedback from our SPED teachers on September 20, 2021. Embrace up-dates will continue throughout the year as we use, and improve, the system for our use.

Currently there are five special education referrals to be processed for the 2021-2022 school year. We are happy to share that all but 1 special education teacher positions have been filled for the 2021-2022 school year. At present, Kiita’s .5 special education position is vacant.

The Student Services Office will reach out to HR and each principal to determine paraprofessional position vacancies and staffing needs. Priority will be placed on meeting the level of support needed for intensive needs students.

There were three extended school year programs this fall. Programs were implemented at Tikigaq, Ipalook/BHS, and Harold Kaveolook school.

Section 504 Plans

All 504 Plans will be completed, and housed, in Embrace. NSBSD currently has five Section 504 Plans and one potential 504 referral.

Counselors

Career & Technical Education: The State Fee Waiver was completed, and submitted, for each site utilizing the Alaska Career Information System AKCIS. The completed Waiver Form & Assurances provide NSBSD free access and training for the use of the AKCIS system.

Professional development & Team Meetings: The Professional development and Team Meetings plan for SY21-22 has been developed and distributed to principals and school counselors. All Professional Development has been scheduled and confirmed with the presenters. They include, but are not limited to, Youth Mental Health First Aid, Applied Suicide Intervention Skills Training, McKinney-Vento Homeless Identification, Second Step, Department of Voc. Rehab/Tribal Voc. Rehab, Alaska Career Identification System (AKCIS), Ilisagvik College (dual credit).

State & Federal Grants - Lori Roth

American Recovery Act: Part 1 of the application completed. NSBSD's application has been substantially approved allowing for reimbursements from July 1, 2021. Part 2 of the Application, updated Mitigation Plan, is due August 23, 2021.

Johnson O'Malley Grant: NSBSD has almost all paperwork completed for the JOM grants. NSBSD has learned that Utqiagvik and Point Hope Funds go directly to the local community. A Resolution is in place that funds from PIZ, AIN, KAK, AKP, ATQ are awarded to the school district for use in their local communities. A meeting will be set up with ICAS to review the Resolutions, and discuss updates, as appropriate. The Indian Education Committee met last school year and developed an application around the Inupiaq culture focusing on language, sewing, sled making, etc.

Indian Education Grant: NSBSD completed a budget revision to support additional funding provided by the Department of Indian Education. The application has been reviewed and the award has been received and distributed. A meeting of the Indian Education Committee will be scheduled to write by-laws required within 6-months of the grant award notification.

Migrant Education: Annual documents were completed, and submitted, to the Department of Education (Remote Access Agreement for MIS2000, Records Manager Agreement, designated State Reviewer Access Form (SEA). NSBSD recruiters have been signed up for Migrant Education Recruiter training presented by the Department of education for August 16, 17, 18 (HMS, IPK, KLC, ATQ, PIZ, PHO will have representatives at the training).

Materials purchased for migrant eligible families have arrived. Selected materials will support home engagement activities to support literacy. Materials will be distributed through your Migrant Education Recruiter or the Student Services Office.

Perkins Grant: The application was submitted with required paperwork and received "substantially approved" status. The application will be reviewed and updated in collaboration with Ronnie Hawley, CTE coordinator and the CTE committee for re-submission.

Quality Schools Grant: End of year report submitted. Approved for 2021-2022 school year. Focus area is reading and math support.

School Improvement Grants: All school improvement sites remain the same. Sites include: Nuiqsut Trapper (CSI5%), Nunamiut(TSI), Meade River School (TSI), Kiita (TSI), Alak (TSI), Tikigaq (TSI), and BHS (TSI SPED). All end of year reports were completed and FY22 application was submitted with the required paperwork. All applications were reviewed by EED. All required paperwork submissions have been approved. Additional detail has been requested for budget narratives.

Special Education (VI-B): Application completed, submitted with required documents, and substantially approved. Funds targeted to related service contractors, supplies, and Administrative Assistant in the Student Services Office. Final roll-over funds will be uploaded upon approval of the Final Reimbursement Request and a budget revision will be completed.

Suicide Grant: NSBSD is working with Cook Inlet Tribal Council to offer an ASIST training in Utqiagvik. This training will be scheduled in collaboration with ASNA and other community Agencies. Items purchased last year have arrived. For suicide awareness month, September 5-11, items such as bracelets, magnets, posters, etc. will be distributed at all school sites. A half-page ad will be placed in the Arctic Sounder displaying "Message of Hope".

Title Grants: The Title grants were completed, submitted on-time, and substantially approved. The Final Reimbursement Request has been extended to August 15, 2021. Once the Final reimbursement is complete, and processed by EED, NSBSD will be notified of any roll-over funds from 2020-2021. A

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budget revision will be required. Title schools continue to be Tikigaq, Nunamiut, Nuiqsut Trapper, and Kali. No additional schools were qualified for FY22.

Indian Education Grant: The FY22 Indian Education grant has been submitted and approved. Award document provided to Business Office.

Student Activities - Jeremy Goodwin

ASAA UPDATE

COVID19 prevention strategies remain critical to protect our students, communities and state. At this time, ASAA has the following protocols in place for all activities (July 21, 2021):

The NFHS Rules Considerations adopted for the 2020-21 school year are no longer required. Schools may choose to continue some or all of the modifications; ASAA highly recommends all participants be vaccinated; Cloth Face coverings are permissible for participants in all activities; Electronic whistles are permissible; Schools may ask for a blanket academic waiver; All players must have 10 separate days of physical practice; Each wrestler is required to have at least one-half of their weigh-ins during the season at the minimum weight they will wrestle during the state tournament; Medical examinations must be completed and certified with-in the last 18 months; and the requirement for students to report both out-of-state travel.

1A ACTIVITIES UPDATE

1A & 2A Cross Country Schedule is complete. The Activities department will schedule an Activities Committee Meeting for approval of the 2021/22 1A XC schedule hopefully within the next couple weeks. Teams include: Huskies, Nunamuit, Qavviks, Trapper, Kaveolook, Harpooners & Meade River.

1 & 2A will compete in 3 weekends of Cross-Country events plus Regionals and State. All 1A & 2A HS Teams can bring up to seven (7) eligible runners to compete in our All-Conference qualifying meet. The top ten (10) Girl and Boy runners from our Conference will compete in two additional meets. Those runners who are not in our top ten (10) will run in a second Conference meet. All 1A & 2A HS Teams can bring up to seven (7) eligible runners to compete at Regionals. At Regionals five (5) of our girls and five (5) boys will qualify for the State Meet.

1A Mixed 6 Volleyball Schedule is not complete. The Activities department will schedule an Activities Committee meeting to discuss the parameters of the 2021/22 1A Mixed 6 Volleyball schedule hopefully within the next couple weeks. Teams include: Huskies, Nunamuit, Qavviks, Trapper, Kaveolook, & Meade River. Each of the six teams will participate in five (5) weekends of volleyball matches plus Regionals and State. Nine (9) travelers per team Charter

1A Basketball schedule is complete. The Activities department will schedule an Activities Committee Meeting for approval of the 2021/22 1A Basketball schedule hopefully within the next couple weeks. Teams include: Huskies, Nunamuit, Qavviks, Trapper, Kaveolook, & Meade River. Every site would get 2 home games, 1 off slope team at home, travel to one off slope tournament. 1A will participate in six (6) weekends of basketball plus Regionals and (if qualifies) State. Nine (9) travelers (team players and adults) per team Charter.

2A ACTIVITIES UPDATE TIKIGAQ HARPOONERS

2A Girls Volleyball, the Activities department will assist the site Principal & Athletic Director in building the schedules when they are ready. The ASAA Board denied request to compete at 1A. 2A will participate in (6) weekends of Volleyball plus Regionals and State. Nine (9) travelers per team Charter. 2A Basketball the Activities department will assist the site Principal & Athletic Director in building the schedules when they are ready. 2A will participate in 7.5* weekends of basketball plus Regionals and State. Nine (9) travelers per team Charter.

3A ACTIVITIES UPDATE BARROW WHALERS

3A Football schedule is complete. 3A will participate in seven (7) weekends of football plus Finals and State. 22 BHS and Visitors (20 players and 2 coaches). 3A Cross-Country schedule is complete. 3A will compete in 3 weekends of Cross-Country events plus Regionals and State (7) travelers per team. Cross Country teams can bring up to seven (7) eligible runners to compete at Regionals. Top eight (8) finishers + all members of the top team will advance to State.

3A Volleyball schedule is complete. Barrow HS Girls Volleyball will participate in six (6) weekends plus Regionals and State. 11 BHS, Visitors: 9 or 13 with JV; if Charter is set up then 19

3A Wrestling schedule is complete. They will participate in six (6) weekends plus Regionals and State. 16 boys only or 21 BHS (at least 4 female wrestlers & 1 chaperone); Visitors: 16; if a Charter is set up then 19

3A Basketball schedule is almost complete pending 2 more teams and will participate in 7.5* weekends of basketball plus Regionals and State. 11 BHS, Visitors: 9 or 13 with JV; if Charter is set up then 19. 3A Cheerleader's schedule is based on the success of the football and basketball teams. They will travel up to three (3) times: once for Football (plus State if team advances); and will travel twice for Basketball: once to Regionals and once to State. 12 seats total (including coach & chaperone)

Business Office - Fadil Limani

The Business Office continues to work in a variety of projects and is pleased to provide the following:

- The monthly financial report was completed and sent to the North Slope Borough on June 14, 2021, for the month ending April 30, 2021. In addition, the monthly financial report for the month ending May 31, 2021 was completed and sent to NSB on July 21, 2021.
- The Federal Communications Commission issued a Public Notice on July 30, 2021 regarding the Streamlined Resolution of Requests Related to Actions by the Universal Service Administrative Company. In such notice, the commission granted the Districts request for waiver. What this means is that the District will be able to receive the E-Rate Subsidy for FY21 and there will be no exposure for the District for the preceding years.
- The FY22 Budget Form was completed and submitted on time to the Department of Education and Early Development on July 13, 2021.
 - We have received a few follow up questions and I am working on providing responses to their questions.
- We have fully completed the FY22 Rollover and have rolled the Fund Balance for the Student Activities Account.
- We are working through the Grant Reimbursement Requests for Q4.
- We have begun our FY21 Preliminary Audit Fieldwork and are providing underlying support to the Auditors requests.
 - Working through Year End Closeout
- RUS Grant Application for FY22 has been completed and submitted to the Department of Agriculture. We anticipate receiving a response by sometime in December of 2021.
- Funding is estimated at approximately \$1.2 million including the 15% match from the District.
- Funding can be utilized for IT infrastructure upgrade such as servers and other IT Equipment within our schools including Distance Delivery Centers
- The Grant will allow for the purchase of the simulators for the CTE in the villages

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- CARES ACT Application II is now complete and submitted to DEED. Funding Amount to the District is approx. \$1.5million.
- We have substantially completed the application for the American Recovery Act and we need to finalize the Mitigation Plan that is due late August. The District is expected to receive approx. \$2.2 million.
- We have worked with IT in getting the BAG Grant filed for FY22.
- We have renewed our Stop-Loss Insurance for FY22 and we have migrated from Sunlife to Symetra. The District has utilized Symetra in the past.
- We are working with Lori on the FY22 Grant Applications and related Financial Assurances.
- AMLJIA has provided the District with a proposed Settlement for the Kaktovik Fire and will be evaluating the settlement offer and finalizing it in the coming weeks.
- Day to day operations of the Business office and continue providing support to all the other Departments within the District.

Human Resources - David Camp

Introduction -

Thank you for the opportunity to serve the communities of the NSBSD. I most recently served as the HR Director for Share Medical Center in Alva, Oklahoma, and grew up in South Central Kansas and the Midwest.

With 21 years of HR experience in the public and private sector, I enjoy working with people and making lives better by the HR policies and plans that are in place.

My university background started in my late 40's and ended in 2011 with a Master of Business Administration from American InterContinental University in Chicago, Illinois.

Family is very important to me. I have three children, Nathanael (Nikki) Camp, living in Kitale, Kenya; Nicole (Alex) Martinez, living in Wichita, Kansas; Caleb Camp, living in Fort Collins, Colorado. One grandson, Watson, and one on the way, Wheeler.

I enjoy hunting, fishing, hiking, and Harley Vacations.

Job Fair in July

I was not able to attend the job fair as planned due to relocation issues. However, the HR team took over and did well. A special thank you is extended to Daphne for organizing and participating in the recruitment effort.

New Hire In-service

The In-services for administrators and teachers went very well and I was able to meet and personally speak with the majority of the principals. I was unable to attend the teacher in-service due to onboarding and employee issues I experienced starting my second week of work.

Grievances and complaints

Currently, Superintendent Carlson and I have been working together on numerous grievances and complaints. Hopefully we will bring these to a close soon.

Moving Forward

1. (Re)Training HR staff and communicating high expectations for all positions

2. Reviewing the district's compensation plan after receiving several concerns from tenured staff who are capped out.
3. Strategic plan for HR
4. Reviewing all processes coming out of HR using the Lean Six Sigma methodology.

Information Technology - Everett Haimes

The IT Director has been on leave and will provide an oral report.

Maintenance & Operations - Craig Jones

The district is currently leasing 57 privately owned units throughout the NSBSD. There are additional units being managed by the district that are Borough owned for a total of 205. The following is a breakdown by village: Anaktuvuk Pass with a total of 12 houses, all owned by the Borough; Atqasuk with a total of 11 houses, 9 owned by the Borough and 2 Private; Utqiagvik with a total of 105, 65 owned by the Borough and 45 Private; Kaktovik with a total of 10 houses, 6 owned by the Borough and 4 Private; Nuiqsut with a total of 16, 12 owned by the Borough and 04 Private; Point Hope with a total of 21, 19 owned by the Borough and 02 Private; Point Lay with a total of 13, all owned by the Borough; and Wainwright with a total of 17, all owned by the Borough.

Projects in the villages are as Follows: For Anaktuvuk Pass, the roof project at 108 Illinois is complete and the tenant housing cleaning and small repairs are ongoing as well as new shelving being built for the library; For Atqasuk, Capital Improvement Project Management (CIPM) upgrades at the school include the punch list items being fixed now with a final walkthrough with the Contractor scheduled for next week; For Kaktovik, the District is working with CIPM and Eskimo Inc. on completion of items at temp school facility are currently ongoing as well as minor repairs to staff housing; For Nuiqsut, the District is working with CIPM on bid packets for waste line replacement, and getting ready for incoming staff for FY22; For Point Hope, the plumber on site is making repairs to the propane line for the school and performing a boiler install; For Point Lay, summer hires are making minor repairs and touch-ups to the school is ongoing; For Wainwright, Contractors on site are making repairs to water/waste water lines and is currently ongoing, other ongoing tasks include making repairs to staff housing and making small repairs throughout the school. For Utqiagvik, the projects are as follows: Repairs to the water line under the 10-plex have been made and recertified; Fire watch is complete; Leases for FY22 have been processed and Crews are making the necessary touch up repairs to Staff housing; Staff is prepping for in-service on 7/28-29; Crews are receiving incoming staff personal belongings and placing them into assigned housing for their arrival; Site cleanup at all schools are ongoing; and repairs and minor improvements at all schools are on-going.

All sites are preparing for the arrival of supplies coming in on the barge. All sites are prepared for the first wave of staff arrivals and are in process of relocating the personal belongings of staff transfers. We are working closely with CIPM and the contractors on the progress of the RLC remodel as well as the BHS work. Transportation is almost complete with required pupil transport inspections. All Staff vehicles are ready for assignment. Food service is ready for FY22 and we are exploring ways to effectively track inventory and meal counts.