

## **Administrative Report**

### **Superintendent David Vadiveloo**

Utuqqanaavut kisuigukkitka – sivulliit utuqqanaallu, paŋmami utuqqanaagiravullu, utuqqanaagugumaaqtuallu. Qu yanaagitka paŋmamuraglaan aullatimmagit savaktivut ilĩññaqtuagiravullu. Nalunaiguŋmigiga suli iñuuniaguutilaaqput savaguutilaaqpullu nunajiññi Iñupiat. Igliqtitchirauvluta miñuaqtuḡviññik kamasuuttaḡigikput ikayuiyumiñaqapta tamatkunani nunani.

Members of the Board and community, Spring is upon us, our students are excited by the return of extended daylight hours and skin boats are being prepared. Every stitch of ivalu represents thousands of years of knowledge and culture being passed through to the next generation, thousands of years of knowledge woven into the umiaqs. Our administration acknowledges all Elders past, present and emerging, for entrusting us as partners in the education and growth of their children. It is a responsibility we hold close to our hearts and commit to each time we step foot in our schools and buildings. And with that in mind, the following highlights are presented to our Community and Board by way of an update on District operations, as mapped against our new Strategic goals and objectives.

### **Domain: Family & Community Collaboration**

*Goal: Prioritize and implement intentional and purposeful partnerships.*

JOINT MEETING ILISAḠVIK/ICAS/NSBSD: Earlier this month the Board of education met with Ilisaḡvik College Board of Trustees and Iñupiat Community of the Arctic Slope Board for a trilateral discussion. The meeting of the three entities was the first of its kind and reinforced the importance of a unified approach to education for all students on-slope. The importance of social and emotional wellbeing for all organizations was underscored when ICAS joined Ilisaḡvik and NSBSD in signing a joint resolution on collaboration and student support. The District is looking forward to hearing from ICAS regarding an MOA we've drafted and forwarded for comment.

BUDGET HEARINGS: Also earlier in this month we held the Board budget hearing. This hearing is anchored by discussions with SAC members, Principals and Directors about the needs of the sites and Departments. Some of the strong themes this year included: more interventionist support for literacy and numeracy, more villages wanting to engage with Miñuaqtuḡvik Nunami (school on the tundra), social and emotional supports and the challenge of the nationwide teacher shortage and staffing shortages more generally.

COMMUNITY MEMBERS IN OUR SCHOOLS: During the recent Utqiagvik in-service, Flora Atqaqsaq Patkotak and Joann Unutoa provided an overview of the Ivalu making process. Qu yanaqpak to the both of them for their teachings. Also a huge qu yanaqpak to Kunneak Nageak for donating tuttu legs for the workshop.

ANNUAL REPORT: The FY24 Annual report is complete and is currently being sent out to all PO Boxes on the North Slope. The theme of the report is Nunaqatiivut Savaqatigigivut (Working with our communities). This is the second annual report of this administration and marks a return to this important community engagement and reporting exercise which was previously ceased in 2007.

### **Domain: Culturally Responsive Instruction**

*Goal: All students perform at or above grade level*

INTERVENTION TEACHERS AND COACHES: During the Board budget hearing with sites we heard most schools asking for more intervention support to continue the strong growth of the past 12 months. In response the Administration is developing a budget for FY26 that will see ongoing support for interventionist offerings at all sites including more teacher coaching support.

**TESTING WINDOW OPEN:** State testing season is upon us! Students in grades 3-9 will complete the AKSTAR state summative assessment in Reading and Math, and students in grades 5, 8, and 10 will complete the AK Science test. Students in grades K-3 will also complete the mClass assessment which checks growth and proficiency in early literacy skills. The AKSTAR test window is March 24 – April 18, look for messaging from your school about the specific dates at your site.

**SUMMER SCHOOL:** Summer School planning is well underway. All sites are eligible and funded to run between 2 and 4 weeks of summer school based on student need and available staff. The District will also be piloting high impact tutoring for our students in K-3 who are below grade level in reading.

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

**CTE & VOC ED:** While balancing the hosting of Kivgiq guests, the Qatqĩññaġvik/CTE program held further intensive classes in February for Cosmetology Part 2 and Heavy Equipment part 2.

Thanks to the generous support of Mayor Patkotak through his supplemental grant and the partnership with NSB Public Works a number of our heavy equipment students were able to operate machinery at South Pad. Eight days of classroom instruction and simulator training was given prior to operating the equipment. This program was a huge success and demonstrates the direction our CTE and VocEd programs are now embracing. We want to thank Scott Danner, RT and Vince for their support of a program that the students will never forget.

*Goal: Graduate bilingual students*

**IÑUPIAQ LANGUAGE IN OUR SCHOOLS:** Following discussions at the Board Winter retreat, the Administration have developed the first draft of a board policy amendment to include Inupiaq Language requirements. During the February Utqiaġvik Schools' Cultural Inservice, IED facilitated a professional development session for educators, focusing on the integration of Iñupiaq immersion strategies. The session included storytelling, practical classroom phrases, and a guided overview of **InupiaqOnline.com** as a resource for teachers and families.

**IÑUPIAQ MENTOR APPRENTICE PROGRAM (MAP):** Significant progress was made this month on materials for the Iñupiaq Mentor-Apprentice Program (MAP), including A MAP orientation agenda to guide new apprentices through the program structure and a 50-page MAP Toolkit, featuring a collection of conversational topics in Iñupiaq for structured language development.

### **Domain: Student Social & Emotional Wellbeing**

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

**SOCIAL EMOTIONAL SERVICES:** Josh Stein has returned as the Coordinator of our SEL program and we are still trying to recruit two new social emotional social workers as part of a pilot to deliver much needed services to our students. Administration is also communicating with NSB about planning the agreed upon Mental Health Summit.

**COUNSELING:** Our counselor coordinator visited Tikigaq and Ulguniq last month focusing on TSP's, the graduation progress and master scheduling for next year. He has also been providing support to HMS with lesson planning and model classroom instruction for a history class at that school.

**INCIDENTS IN SCHOOLS:** Unfortunately there have been a number of concerning behavioral incidents in schools involving parents and carers this past month. The administration remains firm in its policy requirements and board directed commitment to keeping our schools safe for students and staff. We remind our community and our parents that safe respectful communication is expected at all times and for the safety of all, the District cannot not tolerate behavior that threatens or intimidates staff and children.

### **Staff Support & Professional Development**

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

**RECRUITMENT:** The District participated in a range of job fairs in February and March, including: University of Alaska Southeast, University of Alaska Anchorage, University of Wyoming, Pittsburgh Education Fair, Oregon Professional Educator Fair, University of Northern Colorado, Whitworth Education Career Fair and the CEC Special Education Conference. While we've seen some successes with recruiting of a handful of new staff, these fairs and this past month have provided a brutal reminder of how tough the market is and how few candidates are available even at the peak of the recruiting season. While we continue to reach out and scour the US market for suitable candidates we are also looking at further H1B recruiting.

The Board will also be asked today to consider an incentive proposal to attract and retain SPED teachers to make the district competitive with other Alaska and lower-48 districts.

**PROFESSIONAL DEVELOPMENT:** The Instructional departments are currently planning a comprehensive needs assessment and implementation plan for next school year. This will include an overhaul of the in-service program and all PLC's with a singular focus on quality tier 1 instruction that is culturally responsive and agile to the needs of our students.

**RETENTION:** The 8% raise for all village hourly classified staff will commence with this month's payroll. This important pay rise acknowledges the increased cost of living in our villages and the importance of retaining our local staff.

### **Financial & Operational Stewardship**

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

#### **IT MANAGEMENT & SECURITY :**

Director Santos will be providing a highlighted department report.

#### **FINANCIAL OVERSIGHT AND REPORTING:**

**BUDGET:** The administration continues to work on the FY26 budget, balancing our revenue stream to support successful initiatives like Uqautilunja Inupiatun and literacy interventions with further growth of other critical student focused programs like vocational education and social and emotional wellbeing. Next week we will be presenting our proposed FY26 Operating Budget to the NSB Assembly.

**AUDIT PREP:** FY25 Audit prep is in full swing. Student records information has already been provided to the auditors, months before it has been in the past, and the Business Office team is strategizing how to close this year out efficiently.

**SOPs:** 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.

**HOUSING and ONGOING MAINTENANCE UPGRADES:** The bid window for the small houses RFP was extended last month and we look forward to meeting with a Board Committee and the Board at a special meeting soon to make a decision on this important action item for housing in our villages.

#### **STUDENT ACTIVITIES:**

**BASKETBALL:** Nunamiut hosted the 1A North Slope Regional Tournament. Nunamiut girls came back through the consolation bracket to beat Alak twice on the final day to secure a spot at State. The Nunamiut boys played Nuiqsut in the boys final with the Amaguqs prevailing and qualifying to the ASAA 1A State Basketball Championships. The Amaguqs also took out the Academic award with a 3.60gpa.

March 2025

All tournament girls team was Violet Anniskett (Kali), Dora Gordon (Kaveolook), Rosa Hopson & Naomi Leavitt (Nuiqsut), Mabel Aguvluk and Nicole Nayakik (Alak), Krista Hugo, Eileen Panigeo and Anna Nukapigak MVP (Nunamiut). All tournament boys team was Harris Henry (Kali), Paul Okpeaha (Alak), Tristan Garfield (Nuiqsut), Tyler Hugo, Alex Galloso & Justus Mulcahy MVP (Nunamiut)

The 2A Regional was hosted by Tikigaq in Anchorage. Tikigaq Harpoonerettes were the 2nd seed but lost to Chevak in the semi-finals. They battled their way back through the consolation bracket but fell short in that game ending their season. The Tikigaq boys were the 5th seed but lost in the semi-finals to eventual regional and state champions Unalakleet. The boys faced Chevak in the consolation semi-finals but Chevak prevailed, ending the season for the boys. Jennifer Nash, Haley Nashookpuk and Micah Kinneeveauk were selected in all-tournament teams.

3A Regions were held in Nome. Barrow girls beat Bethel in the championship to win the Western Conference Championship. The Barrow boys beat Bethel in the 2nd place game and headed to state also. Kylen Burnell, Aiga Unutoa, Zadah Unutoa and Alex Freuan made the all-tournament team. The Barrow Cheer team participated in the regional tournament at Nome and placed 2nd and headed to the state cheer championship. Nikayla Gueco made the all tournament team.

Barrow girls were the #3 seed and boys were #4 seed in the State Basketball Tournament in Anchorage. The boys played hard but succumbed to Mt Edgecumbe in the 3 v 4 playoff match. The Lady Whalers made it to the Championship game but couldn't overcome the Grace Christian team and finished in second place. Further congratulations to the girls team who took out the team Assists award while Kylen Burnell, Aiga Unutoa, Alex Fruean and Jaziah Tivao made the All State teams. Huge Congratulations to all our teams, who we are very proud of and huge thanks to the coaches, families, volunteers and fans for supporting our students all season.

NYO REGIONALS: Commencing the end of this week the regionals for NYO will be held in Utqiagvik. Between March 28-30, representatives from each school will compete at Barrow High School for a place in the State competition. There will be 11 events and the top 2 in each event will qualify for State. We wish all out students good luck!

### **In closing**

The resilience of our students and community continues to anchor our District. We send our strength and prayers to those who have experienced losses. Like all districts, we still face serious challenges in recruiting teachers and staff but the stability we are building allows us to press forward with initiatives and learning expectations that are proving to deliver strong growth and achievement for your students. We're always stronger together and as a District we're proud to work and live on the lands of the Iñupiaq, walking beside our community and our children every day to help make the future better for all. Atautchimukta and Pisigilugit Qitungavut!

### **End report DSV**

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**Highlighted Department  
Information Technology**

**Reginald Santos**

*(Presents in regular meeting)*

### Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

- **Successful Livestream of Basketball Tournament:**

IT successfully live streamed the Anaktuvuk Pass Nunamiut School Regional Basketball Tournament. The livestream attracted over 340 live viewers simultaneously and has gathered over 3,000 views, demonstrating excellent community engagement.

- **USDA RUS Distance Learning and Telemedicine Grant Application**

The district has submitted an application requesting another \$1 million from the USDA RUS Distance Learning and Telemedicine Grant. If approved, this grant will significantly enhance audio and video infrastructure in large gathering spaces like gyms or multipurpose rooms at Nuiqsut, Point Lay, Atqasuk, Anaktuvuk Pass, and fund an additional Distance Learning Studio at Ipalook Elementary School specifically for remote music education. The successful implementation of these upgrades will enable communities to participate remotely in celebrations such as Kivgiq, and allow group viewings of live sports events, fostering greater community spirit and participation.

Financial & Operational Stewardship

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

- **Bandwidth Restoration Collaboration**

NSBSD, in partnership with GCI and Quintillion, is actively working to restore full fiber bandwidth through the microwave connection in Nome, ensuring readiness for upcoming state testing. Quintillion has successfully routed NSBSD traffic to Nome, and the final configuration phase is underway to route this traffic fully through GCI's microwave link to Anchorage.

- **Technology Upgrades at Ipalook Elementary and QLC**

I would like to thank Jacob Calderwood and the IT team for working all weekend to install the new iMac computers and displays in the Ipalook Elementary School computer lab, replacing the previous seven-year-old PCs. Music teacher Jacob Calderwood will utilize these modern systems to enhance music instruction, providing students with interactive experiences through Apple's GarageBand software. Additionally, installation of a wireless-capable PA system at QLC has begun, aiming to improve building safety and security, particularly in emergencies.







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## Department Reports

### Curriculum & Instruction - Caitlin Santos

#### Domain: Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

- Director Santos delivered a presentation to the NSB Assembly/ NSBSD joint meeting. The presentation focused on Student Achievement and Attendance data, and began the conversations about a balanced calendar. In collaboration with Inupiaq Education, we shared information about North Slope specific courses in existence and also in development.
- Student Records manager Ranel Gandia worked with principals and building secretaries to ensure adjustment of attendance for students traveling to participate in Kivgiq, and Kivgiq attendance for those in Utqiagvik. Students were marked as at a “school activity,” which is an excused absence.

#### Domain: Culturally Responsive Instruction

Goal 2: All students perform at or above grade level

- Summer School planning is well underway. All sites are eligible and funded to run between 2 and 4 weeks of summer school based on student need and available staff. We will be piloting high impact tutoring for our students in K-3 who are below grade level in reading. This will be funded through a reading grant from the State of Alaska. Parent information will be going out in late March.
- MS/HS Science review is almost complete. As part of our 6 year cycle we are evaluating potential replacement curricular materials, as well as our course rotation in high school.

- We are actively recruiting teachers for a pilot of Bridges for 3-5 Math next year. Bridges has been adopted in the past grades K-5, and the district shifted to MyMath several years ago. This shift has not produced the results we would like to see, however with the Covid dip, it's hard to determine the exact reason. The pilot next year should provide good data for us to ensure we have the best fit for our students in grades 3-5. Bridges is a program developed through the People's Center for Mathematics and is more hand-on and conceptual than MyMath which is more based in workbooks and worksheets.

Goal 4: Graduate bilingual students

- We have been engaged in drafting board policy to include Inupiaq Language requirements. This will likely need to be done on a rolling basis, starting with a freshman class cohort.

Domain: Staff Support & Professional Development

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

- C&I staff participated in the Principal Retreat. This time together allows us to gather feedback and engage the principals in new learning in support of the District pedagogy.
- Education NorthWest conducted the third of 4 Community of Practice sessions in February. We used this time to debrief Kivgiq themed instruction, and think forward to expanding culturally responsive and community-based thematic units throughout the rest of the year.
- We have had a focus on staffing to provide adequate support next year, including changing the Elementary Coordinator position to Master Teacher/ Model Classroom Coordinator to further align with strategic plan goals of model classrooms. This will increase support and capacity at the building level.
- We are preparing for the Science of Reading Symposium and School Improvement convening in late April. C&I staff will attend both sessions and organize NSBSD staff in attendance to maximize this training opportunity.

Domain: Financial & Operational Stewardship

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

- Director Santos met with a staff member from Senator Lisa Murkowski's office to provide an update on the RRR initiative work being funded through our congressional appropriation.
- Yearly Civil Rights Data Collection (CRDC) report is nearly finalized, this report is organized through C&I but requires input from other departments as well as Student Activities. Technical difficulties on the federal side have caused a pause and the new submission date in April.
- Information on inventory has been sent to site principals to be completed by teaching staff. This will assist with materials ordering for next year.
- Enrollment components of the annual audit complete, we were able to receive the audit requirements earlier this year which has been helpful. Shoutout to the Business Office!

**Iñupiaq Education - Tenna Pili**

**Introduction**

The Iñupiaq Education Department (IED) continues to make significant progress in expanding language revitalization efforts, curriculum development, professional learning, and cultural resource management across NSBSD. This report outlines key activities undertaken in March 2025, their alignment with the district's strategic goals, and ongoing challenges requiring targeted solutions.

## Family & Community Collaboration

### Goal 1: Prioritize and implement intentional and purposeful partnerships.

- **Parent-Teacher Conferences & School Engagement:**
  - Atuqtuaq has been offering daily Iñupiaq language instruction at Eben Hopson Middle School (EHMS) to ensure students continue to have access to language acquisition. She participated in three evenings of parent-teacher conferences, engaging families and reinforcing the importance of language learning at home and in the classroom.
- **Cultural Inservice Training:**
  - During the February Utqiagvik Schools' Cultural Inservice, Annauk facilitated a professional development session for educators, focusing on the integration of Iñupiaq immersion strategies. The session included storytelling, practical classroom phrases, and a guided overview of **InupiaqOnline.com** as a resource for teachers and families.
  - In addition to this, we also had community engagement from Flora Atqaqsaq Patkotak and Joann Unutoa in offering an overview of the Ivalu making process. Quyanapqak to the both of them for their teachings. Also a huge quyanapqak to Kunneak Nageak for donating tuttu legs for the workshop.
  - We also held workshops on sewing/beading, play-based learning, library deep-dive engaging with culture-based books, and had time to work with teachers to engage in Culturally Responsive Instruction.
- **Community Outreach & Media Engagement:**
  - Weekly **Iłitchiipaktuat reports** were produced and broadcast on **KBRW**, providing updates on student progress, language initiatives, and opportunities for community involvement in Iñupiaq education.
- **Partnerships with IHLC:**
  - We continue to work through our partnership with the NSB IHLC, primarily on our MOA for Office Space for their IHLC Specialists, and a grant partnership for language revitalization efforts specifically under the Iñupiaq Mentor-Apprentice Program Iñupialgusisa! Initiative which will be funded by an NPR-A grant.

## Culturally Responsive Instruction

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

- **Curriculum Development & Assessment:**
  - IED continues to refine **IVALU reports**, publishing the **Iłitchiipaktuat report** each week to track language acquisition and instructional progress.
  - Collaborated with Jim Dube to design an assessment framework that will provide data on student comprehension of **scope and sequence learning objectives**, including essential language structures such as **commands, house commands, and questions vocabulary and phrases**.
  - We are also working with Curriculum & Instruction to ensure that we capture all student data in EdHub, report cards, and student data reports.

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

- **RRR Grant Initiative Updates:**
  - We have been working diligently through the process, progress, and advancement on the North Slope History & Culture, North Slope Science, and North Slope Governance course work in partnership with LynxAK. We are also in the early phases of analyzing the framework for the Iñupiaq Grammar and Conversational Iñupiaq courses.



#### **Goal 4: Graduate bilingual students.**

- **Drafting Compulsory Iñupiaq Language Policy & Plan:**
  - We have been working collaboratively with C&I to draft policy around compulsory Iñupiaq language requirements. With that, we have been working on a process and plan to add policy, review and revise high school graduation requirements, and what it will take to ensure student success and course offerings remain at the forefront.
- **Instructional Resource Development:**
  - Our new Mentor-Apprentice Program Manager, Annauk Olin, developed a 30-slide PowerPoint tutorial on how to build Iñupiaq phrases using InupiaqOnline.com. This resource is designed to support department staff, Iñupiaq Language teachers, apprentices, and community learners in expanding their language skills.
- **Mentor-Apprentice Program Expansion:**
  - Significant progress was made on materials for the **Iñupiaq Mentor-Apprentice Program (MAP)**, including:
    - A **MAP orientation agenda** to guide new apprentices through the program structure.
    - A **30-slide MAP introduction PowerPoint** outlining expectations, methodologies, and language learning strategies.
    - A **50-page MAP Toolkit**, featuring a collection of **conversational topics in Iñupiaq** for structured language development.
  - Ongoing work to develop **comprehensive verb paradigm charts**, which will be distributed to **teachers and apprentices** to support grammar instruction and sentence construction.
- **Uqautiluṅa Iñupiatun Immersion Program:**
  - Through the transition of teachers in the K3/K4 Immersion classroom at Ipalook, the Iñupiaq Education Department has been providing collaborative coverage to maintain high-quality Iñupiaq instruction in the classroom. Annauk assisted in creating a 6-day substitute teacher lesson plan focused on Igligunnat (Transportation) for the K3/K4 Immersion program, providing structured instructional support when primary language teachers are unavailable. We have also sent out a parent newsletter for Paniqsiqsiivik, schedule parent potlucks through the end of March, and will go on a field trip on March 17th to see first-hand various modes of transportation around town.
  - Director Pili has been engage with initiatives from the State regarding Indigenous Language Literacy Screeners, particularly in the Iñupiaq Language. This is in direct alignment with Alaska Reads Act initiatives and will support our district goals to graduate bilingual students. In addition to that, we have been working as an instructional team internally to put together literacy plans for the immersion classroom as well as a math plan.

#### **Student Social & Emotional Wellbeing**

#### **Goal 5: Facilitate & maintain culturally, emotionally, & physically safe learning environments.**

- **Language and Cultural Integration Initiatives:**
  - IED's Utqiaḡvik Schools' Cultural Inservice training empowered educators with strategies to incorporate Iñupiaq language into daily instruction and encouraged deeper cultural engagement.
  - The department continues to provide access to culturally relevant instructional materials, ensuring students receive a learning experience grounded in Iñupiaq values and traditions.

#### **Staff Support & Professional Development**

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

- **Professional Learning Communities (PLC):**
  - Held **PLC meetings** with **Iñupiaq Language Teachers (ILTs)** to discuss instructional strategies, curriculum development, and resource needs.
  - We continue to assist ILTs with **technology-related inquiries and material requests**, ensuring they have the necessary tools for effective instruction.
- **Assessing Needs and Direct Support for SY25-26**
  - In partnership with C&I, we have been working together to ensure we have cross-department supports in place.
- **Developing a Comprehensive PD Plan**
  - Working with Director Santos to review PD needs across the district and put together a comprehensive plan for development and implementation for next SY. This will be a huge enhancement as we continue to build a more robust and targeted PD plan and repository.

## **Financial & Operational Stewardship**

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

- **Resource Acquisition & Management:**
  - **We continue to streamline materials management for the Iñupiaq Fine Arts program** led by Susan Hope, ensuring that **students across the North Slope** have continued access to hands-on, culturally significant learning experiences in the Fine Arts space.
  - **Inventory organization** efforts continue to ensure that all **cultural-based unit kits** are adequately stocked with the books, teacher guides, and classroom equipment needed for effective instruction.
  - We are in the review process to approve final proofs for **Native Teaching Aids to complete our Iñupiaq Language card activity orders**, ensuring the dialectal accuracy and ensuring all language card games and student friendly.
  - **Procurement Research for Arctic-Grade Equipment:**
    - Worked closely with the **Purchasing** to source **specific materials needed for Classrooms on the Nuna**. This is part of our strategic plan goals in increasing the Classrooms on the Nuna by 1-2 schools each year - this is in preparation for that.
    - We've faced some challenges in locating **high-quality materials that match previous purchases** of culture-based unit kits in terms of high-quality, **durable and accurate size**, requiring expanded research into alternative vendors and product options. This will ensure that we can continue to supply classrooms with culture-based materials for teacher and student use. We have gotten very close to running out of specific kit components and must be able to maintain student consumables.

## **Conclusion**

March 2025 marked another productive month for the Iñupiaq Education Department, with notable progress in curriculum development, instructional support, and cultural integration initiatives. Continued investment in **teacher training, resource development, and strategic partnerships** will be essential to ensuring **long-term program sustainability** and achieving the district's bilingual education goals.

## **Student Services - Michael Hautala**

### Staff Support & Professional Development

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

March 2025

There are 12 SPED teaching positions, and 5 Counselor positions open district wide. We have interviewed and offered 5 candidate's contracts, 2 have signed, 1 SPED teacher in Nuiqsut and 1 Counselor in Pt. Lay.

We are continuing our work with Human Resources to look at signing incentives and moving allowances to better align with offerings from Districts across the state.

### Student Social & Emotional Wellbeing

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

#### **Counseling**

Clay Moose, our counselor coordinator returned from site visits to Point Hope and Wainwright looking at TSP's, graduation progress and master scheduling for next year.

Clay has also been providing support in lesson planning and model classroom instruction for a history class that does not currently have an instructor at Hopson Middle School.

#### **Social Emotional**

The Student Services Department has continued to support students and families, providing referrals to services and clinical support. Working closely with the North Slope Borough Health Department and other mental health providers to have individual and group available to students and adults in need. Currently SEL is working with community partners to host a Girls/Boys Night.

Since the beginning of the new year there has been a sharp rise in the number of screenings the SEL coordinator has conducted. These screenings are used to determine the necessity to elevate the level of mental health care beyond what is available at the schools. We currently do not track the number of referrals that come in, but this is something we are considering as we expand the SEL department to having onsite clinicians and behavior specialist.

### **Qatqiññaġvik / Career & Technical Education - Jim Dube**

#### Domain: Culturally Responsive Instruction

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



February was an exciting month for the Qatqiññaġvik program. Although the building was reserved by the borough for much of the month to support Kivgiq, we hosted two intensives classes - Cosmetology Part 2 and Heavy Equipment Part 2. Cosmetology Part 2 students were able to advance from theory and working on mannequins to practicing their skills on others.

March 2025

Perhaps the most exciting accomplishment was partnering with NSB Public Works to allow our students to operate machinery at South Pad. Program staff implemented a number of risk mitigation strategies to make this a safe experience for students, including a high adult to student ratio, an isolated location with minimal obstacles, parental consent/liability waivers, and eight days of classroom instruction and simulator training prior to operating the equipment. All in all it was a huge success. Thank you very much Scott Danner, RT and Vince for your support, this was something the students will never forget.







## **Human Resources - Loretta Ebnet**

### **Staff Support & Professional Development**

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

The HR department has been creating a standardized orientation and onboarding program, with a particular focus on mid-year hires. In February, two orientation sessions were conducted, and a dedicated workgroup has been established to refine logistics and content. This group will also review the August in-service program to ensure consistency and effectiveness for all new hires.

Efforts to recruit H-1B candidates are progressing, with multiple interviews conducted in February. The final round of interviews has been completed, and offers of employment are in process. Moving forward, the focus will be on hiring educators who can serve multiple sites based on district needs.

To expand recruitment efforts, the HR team coordinated a two-day virtual hiring fair through Indeed. This initiative resulted in several contracts being offered to educators, assistant principals, and principal candidates for the 2025–26 school year.

Recruiter Moutassim continues to source and prescreen candidates through multiple channels, including Indeed, International School Services, and LinkedIn. Additionally, Facebook has been utilized for targeted advertising to reach potential candidates more effectively.

New marketing materials have arrived just in time for upcoming career fairs. These materials include recruiting videos, benefits brochures, district overview pamphlets, and promotional images and posters. They will be used across various platforms to strengthen local and national outreach efforts.

Bi-weekly recruitment update meetings continue to ensure clear communication and coordination with recruiting efforts.

## **Business Office - Megan Williams**

### **Financial & Operational Stewardship**

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

FY26 Budget discussions have been ongoing. The Superintendent and Director of Finance have met with Mayor Patkotak and staff on January 28th to discuss the upcoming FY26 budget and Borough Contribution, have met with each of the site administrators including SAC members for input, have met with Directors to review their budget priorities and requests for the coming year, and still have quite a bit of work to do to get the FY26 Proposed budget to the Board in May of 2025.

The Business Office is working on a file digitization project to convert all microfiche files to PDFs. This should create efficiencies for Human Resources and Payroll staff when searching for older files to verify information for verifications for service for retirement.

FY25 Audit prep is in full swing. The student records information has already been provided to the auditors, months before it has been in the past, and the Business Office team is strategizing how to close this year out efficiently.

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:

- Proposed FY26 Operating Budget
- FY25 Budget Revision
- FY25 Fiscal year End & Preliminary Audit



## **Maintenance & Operations - Blake Mikesell / Jill Crooks**

### **Financial & Operational Stewardship**

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

Domain action area: Safe, modern, high performing facilities

### **CURRENT PROJECTS/PROCUREMENT (March 2025)**

#### **ALAK SCHOOL**

- Alak School Renovation & Upgrades -Design ongoing; community meetings to commence in April 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**

- 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. Analysis completed by third party.
- Mechanical System upgrade- Substantial completion. Punch list complete
- 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. No solutions yet.
  - 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. No solutions yet

#### **EBEN HOPSON MIDDLE SCHOOL**

- Bleachers Procurement- On site Wall completed for fixed installation. Installation to commence October 28<sup>th</sup>, 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.
- Exterior lighting replacement completed.

#### HAROLD KAVEOLOOK 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 Source well and CIPM.
  - UPDATE: Bond committee decided lockers and bleachers no longer allowed through CIPM process.

#### 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: 7–8-week delivery time. Installation will be provided. Will arrive late May for installation.

#### 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.
  - UPDATE: Bond committee decided lockers and bleachers no longer allowed through CIPM process.
- Cafeteria Tables Procurement- NSBSD to provide more info to NSB CIP.
  - UPDATE: Bond committee decided lockers and bleachers no longer allowed through CIPM process.
- Boiler Replacement- \*Funded by NVB\*.
  - UPDATE: Boilers have arrived. M&O is coordinating with NVB for installation commencing on December 26th. UPDATE: FINISHING PROJECT CURRENTLY.

## NUNAMIUT SCHOOL

- Lockers Procurement- Procurement in progress with Sourcewell. Design approved by site. :
  - UPDATE: Bond committee decided lockers and bleachers no longer allowed through CIPM process.

## 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. 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.

## Work Order Status

Row Labels	Count of Work Order #
AIN	38
AKP	25
ATQ	26
BHS	25
HMS	29
IPK	30
KAK	10
KLC	28
NUI	43

PHO	60
PIZ	22
UTQ HOUSING & FACILITIES	127
<b>Grand Total</b>	<b>463</b>

Count of Work Order #			
Row Labels	Non-PM	PM	Grand Total
AIN	2	36	38
AKP	3	22	25
ATQ	4	22	26
BHS	3	22	25
HMS	7	22	29
IPK	8	22	30
KAK	9	1	10
KLC	2	26	28
NUI	20	23	43
PHO	10	50	60
PIZ		22	22
UTQ HOUSING & FACILITIES	44	83	127
<b>Grand Total</b>	<b>112</b>	<b>351</b>	<b>463</b>

Count of Work Order #	Column Labels		
Row Labels	CLOSED	OPEN	Grand Total
AIN		38	38
AKP	25		25
ATQ	16	10	26
BHS	24	1	25
HMS	23	6	29
IPK	30		30
KAK	10		10
KLC	27	1	28
NUI	36	7	43
PHO	1	59	60
PIZ	7	15	22
UTQ HOUSING & FACILITIES	115	12	127
<b>Grand Total</b>	<b>314</b>	<b>149</b>	<b>463</b>

#### Events and Itinerant Housing Stays district wide

Row Labels	Count of Event ID
AIN	10
AKP	2
ATQ	4

BHS	21
CO2 IH	15
HMS	15
IPK	13
KAK	5
NUI	3
PHO	5
PIZ	25
<b>Grand Total</b>	<b>118</b>

## 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 03/01/2024

**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	4	3	3	1	1	2	1	2	2	2	4
CMP POSTED											
EVAC PLANS											
CRISIS ANN TRNG											
GO-KITS/Blanket											
RADIO 2-WAY											
1st AID TRNG	6	10	28	2	1	2	4	9	8	3	2
CPR TRNG	6	10	28	2	1	2	4	9	8	3	2
AED TRNG	6	10	28	2	1	2	4	9	8	3	2

### 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 **OFFICES** GENERAL SAFETY, SECURITY, & EMERGENCY SYSTEMS STATUS as of 03/01/2024

**SCHOOL**      **CO**    **STU SRV**    **C&I**    **INU ED**    **QLC/CTE**    **BIZ OFC**    **HR**    **M&O**    **IT**    **FOOD**    **TRANS**    **CO2**

MASS COMMO	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone	✖ Phone
CAMERAS	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖ CCTV
FIRE ALARM	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
GENERATOR	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖
ACCESS CONTROL	✖	✖	✖	✖	✖	✔ KEYPAD	✖	✔	✔	✔	✖	✖	✖
KEY CONTROL	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
AED	✔ 1	✔ 1-CO2	✔ 1-CO2	✔ 1-CO2	✔ 1	✔ 1-CO2	✔ 1-CO	✔ 1	✔ 1	✔ 1	✔ 3-IPK	✔ 1	✔ 2
CMP POSTED	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
FIRE EVAC SIG/MAP													
CRISIS RESP TRNG	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖	✖
1AID/CPR/AED TRN	✔ 4												

**Matrix Status Legend**

All Operational = +

Not All Operational = ■

Non-Operational/None Existent = ✗

MAO Completed = ●

Yellow Box = Proposal Work Order Received

Orange Box = Set up yearly by nurse, Bertrand Britt through college.

Light Blue = Projected training date/time (location unknown)

Blue Box = PO for Product/Items being sent.

Green Box = In progress

Gray Box = Authorized Procurement

Purple = Needs Confirmation

**STAFF SUPPORT AND PROFESSIONAL DEVELOPMENT**

All Plant Managers will be attending classes by Iļisaḡvik 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 Zanzazo**

Basketball Regional Tournaments:

1A: Nunamiut was this year's host of the 1A North Slope Regional Tournament and Prom. Five girls teams and four boys participated in the 3-day double elimination tournament. Nunamiut girls came back through the consolation bracket and beat Alak twice on the final day to secure a spot at State.

**2025 Girls North Slope Conference Awards**

**Sportsmanship Award:** Kaveolook Rams

**Academic Award:** Nunamiut Amaguqs 3.60gpa

**3-Pt Winner:** Rosa Hopson with 15 made in 1 min

**Free Throw Winner:** Eileen Panigeo with 12 out of 20

**All-Tournament Team:**

Violet Anniskett – Kali

Dora Gordon – Kaveolook

Rosa Hopson – Nuiqsut

Naomi Leavitt - Nuiqsut



Krista Hugo– Nunamiut  
Eileen Panigeo – Nunamiut  
Anna Nukapigak – Nunamiut MVP  
Mabel Aguvluk – Alak  
Nicole Nayakik – Alak

**2<sup>nd</sup> Place:** Alak Huskies

**1<sup>st</sup> Place:** Nunamiut Amaguqs



AKP fans storm the court after defeating Alak for the second time on March 1st.

The Nunamiut boys played Nuiqsut in the boys final with the Amaguaqs prevailing and qualifying to the ASAA 1A State Basketball Championships.

#### 2025 Boys North Slope Conference Awards

**Sportsmanship Award:** Alak Huskies

**Academic Award:** Nunamiut Amaguqs 3.54gpa

**3-Pt Winner:** Kevin Gordon – Nunamiut 11 made in 1 min

**Free Throw Winner:** Tristan Garfield – Nuiqsut 15 out of 20

**All-Tournament Team:**

Harris Henry – Kali

Paul Okpeaha – Alak

Tristan Garfield – Nuiqsut

Tyler Hugo – Nunamiut

Alex Galloso – Nunamiut

Justus Mulcahy – Nunamiut MVP

**2<sup>nd</sup> Place:** Nuiqsut Trappers

**1<sup>st</sup> Place:** Nunamiut Amaguqs

The 2A Regional was hosted by Tikigaaq in Anchorage at Dimond High School. The newly formed 6-team conference was over 3 days with a double elimination format. Tikigaaq Harpoonerettes were the 2nd seed. We lost to Chevak in the semi-finals and battled our way back through the consolation bracket to face Chevak once again in the 2nd place game. Tikigaaq fell short in the game ending their season.

2025 Girls Northwest Conference All-Tournament Awards

**Sportsmanship Award:** Dillingham Wolverines

**Academic Award:** Unalakleet Wolfpack 3.87gpa

**All-Tournament Team:**

#12 Ariana Lake – Hooper Bay Lady Warriors

#15 Susie Long – Hooper Bay Lady Warriors

#4 Kali Hill – Chevak Lady Comets

#14 Laney Green – Chevak Lady Comets

**# 12 Jennifer Nash – Tikigaq Harpoonerettes**

**#23 Haley Nashookpuk – Tikigaq Harpoonerettes**

#2 Lizabeth Ivanoff – Unalakleet Lady Wolfpack

#3 Keely Johnson – Unalakleet Lady Wolfpack

#22 Ourea Busk – Unalakleet Lady Wolfpack

**2<sup>nd</sup> Place:** Chevak Lady Comets

**1<sup>st</sup> Place:** Unalakleet Wolfpack

The Tikigaq boys were the 5th seed going into the tournament. We beat Dillingham in the first round. The Harpooners lost in the semi-finals to eventual regional and state champions Unalakleet. Harpooners beat Alakanuk in the consolation round and then faced Chevak in the consolation semi-finals. Chevak prevailed, ending our season.

2025 Boys Northwest Conference All-Tournament Awards

**Sportsmanship Award:** Unalakleet Wolfpack

**Academic Award:** Unalakleet Wolfpack 3.66gpa

**All-Tournament Team:**

#4 Kila Greene – Dillingham Wolverines

#3 Caden Joe – Hooper Bay Warriors

#5 Billy Smith – Hooper Bay Warriors

#1 Ian Chayalkun – Chevak Comets

#25 Liam Pingayag-Green – Chevak Comets

**# 12 Micah Kinneeveauk – Tikigaq Harpooners**

#10 Paxson Commack – Unalakleet Wolfpack

#11 Josh Smith – Unalakleet Wolfpack

#14 Bristol Burress – Unalakleet Wolfpack

**2<sup>nd</sup> Place:** Chevak Comets

**1<sup>st</sup> Place:** Unalakleet Wolfpack

3A Regions were held in Nome this year. Barrow girls were ranked #1 seed heading into the tournament. The Whalers beat Kotzebue in the semi-finals and then Bethel in the championship to win the Western Conference Championship. Barrow is the #3 seed headed into the ASAA State Basketball Tournament on March 19-22 in Anchorage.

**GIRLS BASKETBALL**

2nd Place Team - Kotzebue Huskies

**1st Place Team - Barrow Whalers**

Team Sportsmanship - Kotzebue

Girls BB All-Tourney Team

Benny Lie - Nome-Beltz  
Briella Herron - BRHS  
**Kylen Burnell - Barrow**  
Mylie McConnell - Kotzebue  
**Aiga Unutoa - Barrow**  
**Zadah Unutoa - Barrow**

The Barrow boys were the #2 seed headed into the regional tournament. Barrow beat Bethel in the semi-finals and then faced Nome in the championship game on Friday night. Barrow fell short and had to again play Bethel in the 2nd place game on Saturday. Barrow beat Bethel by 1 point and punched their ticket back to the state tournament. Barrow boys are the #4 seed headed into state this week.

**BOYS BASKETBALL**

**2nd Place Team - Barrow Whalers**

1st Place Team - Nome-Beltz Nanooks  
Team Sportsmanship - Nome-Beltz Nanooks

**Boys All-Tournament Team**

Orson Hoogendorn - NBHS  
Madden Cockcroft - Bethel  
**Alex Freuan - Barrow**  
Ayden Wesley - Kotzebue  
Finn Gregg - Nome-Beltz  
Kevin Ongtawasruk- Nome-Beltz

The Barrow Cheer team participated in the regional tournament at Nome. The team placed 2nd and now are focusing on the state cheer championship in Anchorage on March 18th.

**2nd Place Team - Barrow**

1st Place Team - Bethel

Team Sportsmanship - Kotzebue  
Cheer All-Tourney

Jisu Jang - Bethel  
**Nikayla Gueco - Barrow**  
Isabella January - Bethel  
Farrah Reich - Kotzebue  
Juliet Tobuk - Nome-Beltz  
Marck Ortila - Barrow

The NYO Regional Tournament will be held at Barrow High School on March 28-30. All 8 schools will participate with the top 2 in each of the 11 events qualifying for the State NYO meet in Anchorage on April 24-26.