

Administrative Report

Chief School Administrator - David Vadiveloo

I acknowledge our Elders, past present and emerging, who continue to provide guidance and wisdom to our District and every staff member and student that makes up our educational family.

I also acknowledge that we stand on the sovereign lands of the Iñupiaq people and we are proud as a District to be trusted to serve the community on these lands.

As we head into the Christmas break I want to take a moment to recognize the hard work that has been done by everyone associated with our District over the past 6 months. Looking at the reports for this month it's evident how much our Directors and staff are all doing to raise the bar of performance and outcomes for our District.

In particular I'd like to thank the school Board members for their continued support of our "Repair, rebuild and revitalize" agenda. My administration team, led by Assistant Superintendent Geiser and COO Luthi have tirelessly supported me and our Directors and staff and have driven initiatives that are crucial to the success of our students. And our staff have continued to lift to meet the challenges we're facing. By way of a brief illustration I want to share an excerpt from an email written by Lead Teacher and new building administrator Mr Charlie Gifford to his staff in AKP.

"I am so impressed with this staff. If only I could convey it in a way that demonstrates how I truly feel. The students are responding. When the students choose to stay after school to do EXTRA work then I know you are doing something right. They know you care and it is paying off. Thank you all!"

Student and family voice has been a continued focus for our administration and my recent visit to Olgoonik as part of a series of community-school partnership conversations allowed me to spend time with our seniors, our parents, staff and community and listen to the things they feel are working and the things they are wanting to see changed. With that in mind I'd like to present to our Board and our community the following update on our operations mapped against our Strategic goals and objectives.

Strategic goal 1: Student success

After many years of construction and many years discussing its purpose, I'm pleased to announce that the first official program of students has attended the Qatqinniagvik program facility in Utqiaġvik. After running a very successful welding and construction program in Olgoonik, Mr Hawley returned to Utqiaġvik last week where more than 40 students from Kali, Nuiqsut and Olgoonik attended the Qatqinniagvik facility to participate in career exploratory events. The schedule of events can be found in Mr Hawley's report in the Board packet. This has been a long time coming and we look forward to seeing more and more students benefiting from this program and this facility.

As we continue to focus on recovery and growth trajectories for our students post-pandemic, Student Services have initiated an Early Childhood Language Enrichment program to provide activities for students language development. Also this month, all school counselors are now implementing the second step program for SEL from elementary through to 8th grade. And we are actively discussing the introduction of licensed social workers to our district to support our high school students and the entire district at a time when social and emotional wellbeing issues are clearly of concern for students nationally, statewide and locally.

Our trip to Bethel last week provided all those who attended with a richness of purpose and a reassurance that the direction of our district aligns with international and regional best practice for achieving culturally grounded high expectations outcomes for our students. We were blessed to have Elder, former teacher and an original leader of the immersion program 27 years ago, Elsie Itta, join us for a visit to immersion and dual language programs in Bethel and Napaskiak. Elsie joined Board member Nageak, Iñupiat Education Director Judkins, C&I Director Santos and our new communications manager Jacquii Lambert as we were generously hosted by LKSD Superintendent Kimberly Hankins, her team and by former Yupik immersion school Principal Agatha Shields.

Our whole District received a lift this month when former Iñupiaq education Director Dr Jana Harcharek returned to spend an intensive 8 days rebuilding the bridge between the work done over the past 2 decades in the Iñupiaq department and the new focus and impetus of the district. The net result for our students will be a content backed, coherent curricula in the 23/24 school year focused on culturally immersive education that has been proven beyond any doubt to be the most impactful way to improve the engagement and results of all Indigenous students.

The Directors reports contain many more exciting things happening across the District to support student success but the last I'd like to share is the return of former Ipalook teacher, counselor and HMS Principal Mr Roger Wells who has been appointed as the interim Principal of Ipalook for the rest of this school year. With his reputation for calm, steady leadership we are very pleased to have Roger back commencing January 4th.

Strategic goal 2: Community engagement

As always, our community engagement should be anchored by outreach to Elders and those who hold vast knowledge about our community and education. As mentioned, during the recent trip to Bethel we had Elsie Itta and Agatha Shields joining us. In addition, our departments and Principals have recently been guided by Dr Jana Harcharek and during my recent trip to Olgoonik I was thankful to have Board member Hickman join us for the community-school strengthening forum.

Our community engagement will be significantly strengthened in the coming months and hopefully years by the appointment of our new communications manager Jacquii Lambert. Ms Lambert is Iñupiaq from Kotzebue and comes with a stellar record of working as a special advisor to the First Alaskans Institute and a communications specialist for a number of Alaskan school communities.

Assistant Principal Edna Ahmoagak recently completed a trip to Anchorage as our District representative at the Alaska Families coalition meeting. After some persistent lobbying we were very happy to be invited to join this coalition which is a Federally funded initiative that seeks to develop models and protocols for strengthening family, community and school partnerships.

Our IT department has started using ClassTag which is a communication platform that helps schools improve teacher-parent engagement. This platform will enhance our connections with families and Director Reggie Santos will speak further to that and other IT initiatives in his highlighted Department report.

Our Iļisaurrit have been working with their students as well as local drummers, dancers and singers in preparation for their upcoming Christmas programs and we are all excited to see the performances and celebrate our students and our community culture.

Finally in our community engagement goal realization, our district continues to seek collaboration with local stakeholders and departments that will strengthen our students outcomes. From the health department delivering programs across our village schools to the renewal of conversations

with IBH for district wide services; from the Nunaaqqiurat Tumitchianjit meetings and working groups focused on everything from Iñupiat education to student success, to the wonderful support we receive from Arctic Slope Community Foundation, our District is making every connection we possibly can to improve the platform that supports the success of our students. We know that we cannot have success without the community involved in every part of our students journey.

Strategic goal 3: Staff success

Staff opportunities for professional growth results in improved service to our district and builds loyalty and longer term sustainable employment outcomes. Last week our Business office and HR staff attended the ALASBO conference, offering them much needed development sessions across a range of critical operational areas.

All school counselors and Social Workers attended the 4thR Training and Healthy Relationships Training on December 6, supporting their professional growth and meeting our requirements under the Alaska Safe Children's Act.

In Bethel we discussed the highly successful LKSD 'grow your own' program and will be looking to draft our own plan over the upcoming Dec 29/30 planning retreat for the Instructional Departments here in Utqiagvik. To further this development I will be joining NWASD Superintendent Terri Walker at the February GYO one day intensive session in Fairbanks funded by UAF.

As mentioned, the entire instructional department and all our site administrators have benefited this month from time with Dr Harcharek as they are supported to re-align our curriculum to the internationally regarded content that was developed in this community.

And finally in staff success, this month marked an extremely important movement forward for the District as it was the first time I've found a little bit of time to step away from daily 'operational crisis repair' to focus on the critical area of educational pedagogy. When I first joined the District I noted that this was a significant piece in the implementation model if we wanted to successfully maximize the wealth of content and frameworks and materials that the District has. An explicit, transparent and culturally responsive pedagogy is urgently needed to give our teachers, students and community a clear blueprint for 'how' we will realize the vitally important mission (or the 'what') of our District. I'm very pleased to inform the Board that after development with our instructional team and after some consultation with our Principals next week, we anticipate a working draft of our NSBSD Pedagogy overview will be ready for the Boards consideration at the strategic planning Winter retreat.

Strategic goal 4: Financial and operational Stewardship

After 6 long months of corrective action, relationship repair and ongoing systems adjustments it is pleasing to report some very positive news in this strategic goal area.

There has been quite a bit of debate about the future of the Kiita school site. However, we have recently executed a new lease that will see this important educational facility under a lease arrangement with the school until 2037. Certainty for students is key to their success and certainty has been provided at Kiita by all stakeholders and we send heartfelt thanks to the City, the NSB and UIC for coming to this wonderful arrangement for students who need it most.

In other positive news, the NSB and NSBSD have executed the breakfast feed program and student village travel MOAs, providing us with financial certainty and allowing us to budget the balance of this year with more certainty. On behalf of our students and families we thank the Mayor and the Assembly for their tremendous support to keep these vital programs operating.

Having been focused on delivering a budget revision last month, our business office continues its busy work now preparing a Preliminary budget for presentation at the January board meeting. The business office will also present the audit report to the Assembly this Friday.

Conclusion:

Although it was a short month between Board meetings, I hope this Admin Report indicates the level of activity that the staff and their teams are engaged in. I want to once again thank all our staff for their tireless work in this first 6 months of the year and thank our Board for supporting this direction we are moving in. To our students, their families, our staff, our partners, stakeholders and all community members I wish all you a blessed and safe holiday time and may you all enjoy the spirit of the festive season. We still have much work to do in the next semester and beyond but we are building something here - and together we can and we will realize the vision and goals of our community and the Elders and leaders who came before and who guide us now. Atautchikun!

Highlighted Department: Information Technology - Reggie Santos

2.0 Community Engagement

- IT Department has started using ClassTag. ClassTag is a communication platform that helps schools improve teacher-parent engagement. The cloud-based software provides tools for schools to send meeting invites, messages, announcements, videos, and pictures all in one place. It offers intelligent messaging that can automatically translate messages into multiple languages based on preference, deliver messages as SMS or email, and is compatible with all available platforms. Additionally, users get timely reminders for various events with notifications of key dates. Teachers and parents can utilize ClassTag to receive automatic follow-ups regarding various events. ClassTag can also be used for mass notifications to inform parents and staff of weather-related advisories and school closures/lockdowns. We hope for wide adoption of ClassTag by District Administrators, Teachers, and Parents. Recently, I received feedback from Middle School Teacher Elizabeth Hawley on how she used ClassTag to request parent volunteers for HMS Dance on December 9th. She received responses from multiple parents who volunteered to help, and she was happy that she was also able to receive notifications from ClassTag on a couple of parents who were unreachable.
- NSBSD's new website was replaced last October. More and more content has been added. The vendor SchoolBlocks, OCR Attorneys, and the NSBSD IT Department are all working together to make our website fully ADA-compliant. All publicly viewable PDF documents have been remediated for accessibility so they can be read using assistive technologies. We will scan our website for ADA compliance quarterly, and it's our goal to ensure that end users find important information about our district quickly and easily.

4.0 Financial & Operational Stewardship

- The NSBSD IT team and GCSIT contractors will start working on our Disaster Recovery site in GCI South Anchorage Data Center this month. Using the NSB Capital Improve funds, we acquired three new servers that will be used as NSBSD Offsite backup and DR.

This project aims to better protect the district's data by setting up another location to store the copy of our data backups and protect our district from the effects of natural or human-induced disasters, such as a fire or cyber attack. A DR plan and offsite backup aim to maintain critical functions before, during, and after a disaster event. Disaster recovery and offsite data backups go hand in hand to support minimal disruption to business continuity.

- Grants Administrator, Brian Krosschell, submitted a budget revision on the 2021 USDA RUS DLT grant. Since its application, the proposed distance learning equipment prices have decreased. The cost savings have enabled us to add additional laptops that we can use to replace our educator's aging laptops. Once the budget revision is approved, we will start purchasing the following equipment.
 - 187 of 75 in. Interactive Panels with a dedicated Mac Mini desktop computer.
 - 2 Distance Learning Studios complete with two 86 in. interactive panels, video conferencing cameras, and ceiling-mounted mics.
 - 8 Driving and Boating Simulators for virtually taking driving and boating lessons.
 - 118 new M1 MacBook Airs.

Department Reports

Curriculum & Instruction - Caitlin Santos

1.0 Student Success

Alaska Developmental Profile results have been distributed to districts. The Alaska Developmental Profile (ADP) is an observational protocol for Kindergarteners and first graders who have not previously attended school. It consists of thirteen goals (domains). Students are given a 0, 1, or 2, corresponding to 'student does not demonstrate,' 'student is progressing,' 'student consistently demonstrates.' The results are provided to districts in a raw data format, and are not designed to be distributed to families, but rather it gives a broad picture of the developmental levels of students entering school. The observations are done after approximately 4-6 weeks of instruction, and are mainly indicative of what skills developmentally, the students are bringing into kindergarten. Due to COVID, the number of students regularly attending ECE was less than our typical baseline, and some of our students had never attended formal schooling before this year.

Our students scored highest in Goal 1, and Goal 2, and lowest in Goal 11, and Goal 12. Explanations of the Goals are as follows:

- Goal 1: Demonstrates strength and coordination of large motor muscles
 - Runs with an even gait and with few falls
 - Maintains balance while bending, twisting, or stretching
 - Moves body into position to catch a ball, then throws the ball in the right direction
 - Kicks large ball to a given point with some accuracy
 - Able to alternate weight and feet while skipping or using stairs
- Goal 2: Demonstrates strength and coordination of small motor muscles
 - Cuts, draws, glues with materials provided
 - Copies several letters or shapes
 - Able to manipulate clothing fasteners (e.g., buttons, snaps, Velcro, zippers)
 - Puts together and pulls apart manipulatives (e.g., blocks, beads, cubes) appropriately
- Goal 11: Demonstrates phonological awareness

- Participates in and/or creates songs, rhymes, and games that play with sounds of language (e.g., claps out sounds or rhythms of language)
- Identifies initial sound of words, with assistance (e.g., book begins with the /b/ sound)
- Finds objects in a picture with the same beginning sound, with assistance
- Differentiates between similar-sounding words in pronunciation and listening skills (e.g., three and tree)
- Goal 12: Demonstrates awareness of print concepts
 - Demonstrates how to follow text in proper order on a written page while reading or following along (e.g., for English, left to right and top to bottom)
 - Recognizes difference between letters, words, and numerals
 - Points to the title of a book when asked
 - Reads own first name
 - Reads several examples of environmental print (e.g., boys, girls, exit, cereal boxes)

AK STAR and Alaska Science Assessment results have been sent to site principals with the expectation that they are printed and distributed to students and families by December 9th. School-specific results are attached at the end of this report. Please note that some grade levels have been suppressed, meaning that the data is not shown due to the small size of the class. You will notice that there is not a report from Kiita Learning Community, and that is due to no eligible students for the assessment.

Also included is the information from the Alaska Science Assessment. The Alaska Science Assessment is only given to 5th, 8th, and 10th grade students. You will see the district overview, as well as a sample of the student report sent home with a guide for parents.

3.0 Staff Success

The instructional team as a whole has been meeting to synthesize and codify the district pedagogy, as well as provide a better way to communicate curricular expectations, materials, and supports. The Curriculum & Instruction team has been doing this work closely with Inupiaq Education and Student Services. This work will continue throughout the school year.

4.0 Financial & Operational Stewardship

The C&I Department has been working diligently to create a collection of Standard Operating Procedures (SOPs). The other instructional departments have been working with us to ensure that we have clear, concise, and concrete procedures for the main tasks and programs that we are performing throughout the school year. In the fall we identified about 40 processes that needed to be codified, and have created about 19 SOP's with 13 in final draft stage.

Inupiaq Education - Tennessee Judkins

1.0 Student Success

The Inupiat Education Department continues to provide training and support to teachers with utilizing Chalk for lesson planning and accessing culture-based curriculum for implementation with their students. We have been focusing on students needs and how success can best be fostered through culturally responsive teaching and use this to guide us in our planning for professional development, training, and support for teachers.

Director Judkins, along with Superintendent Vadiveloo, Director Caitlin Santos, Board Member Nageak, and several other folks are planning to fly to Bethel to visit the Ayaprun yugtun immersion school as well as the bilingual language school in Napaskiak, in preparation for restarting the Inupiat language immersion program within the District.

2.0 Community Engagement

Iḷisaurrit have been working with their students as well as local drummers, dancers and singers in preparation for their upcoming Christmas programs. We are excited to see the performances and hear how all the students did.

Director Judkins has been the champion of the Iñupiat Education work group which is a subgroup of the Nunaaqqiurat Tumitchianit Steering Committee. They have representation from each of the four organizations that make up the Quadrilateral Group (NSBSD, NSB, ICAS, and Iḷisaḡvik College). The Iñupiat Education work group meets every 2 weeks and is working on analyzing partnerships, alignment, and overlap between organizations, reviewing past reports pertaining to Iñupiat Education and language initiatives, and are working on formulating the start to a larger plan which will include a budget – this is in preparation for the January steering committee meeting.

3.0 Staff Success

We have been working closely with both Curriculum and Instruction and Student Services as the instructional team to formulate a pedagogy for the district as well as a plan to streamline process, expectations, content, and supports we can provide district-wide. We have also been working closely with Pausauraq (Jana) Harcharek - she has been providing guidance, mentorship, and strategic planning for our department and instructional team. We have been working on creating a 6-month, 1-year, 5-year, and 10+ year plan that aligns with the mission and vision of the district and the strategic plan.

We have been working closely with Pat Partnow as well to support curriculum alignment, review culture-based curriculum, assist with long-term department vision/plan, and unit development. She will also help in facilitating professional development and training for teachers and staff.

Now that we have filled all but one vacancy, we have been able to ship out all Iñupiat dictionaries (new and old versions), Grammar Year 1, and Grammar Year 2 books for Iḷisaurrit to use with their students in their classroom. Chrisann Justice has been working on developing and creating materials and resources that align with our Iñupiat Language program for Iḷisaurrit to use with their students in their classroom – these materials and resources go with specific language activities that support and enhance language learning and progression at each grade level.

4.0 Financial & Operational Stewardship

The Iñupiaq Education Department has been working to purchase books to support our culture-based unit implementation. The books that we are purchasing are culturally relevant and place-based and will provide materials and resources for units that are already completed and ready to implement as well as supplement units that will be developed.

We have been working with our computer programmers as well as IT to move forward with our VIVA upgrades. They are in the process of rewriting the old computer language so that it is not dependent on Adobe Flash to operate and can be used on various types of devices. This rewrite will also enhance usability by students and teachers, reporting for assessments, and the ability to add more units and modules within VIVA.

Career Technical Education - Ronnie Hawley

Qatqinniagvik CTE Program:

CTE is happy to report that we have 40 students scheduled to make the trip for the first Qatqinniagvik Career Exploratory Event. Participants are coming in from Nuiqsut, Wainwright, and Point Lay. It will be held December 5th – 9th, 2022. Students will be introduced to a variety of

employment sectors and informed as to the education and skill level required to obtain a desired career/job. We will hold another Qatqinniagvik Career Exploratory event for Meade River School, Harold Kaveolook School, and Nunamiut School in the spring.

The Schedule is as follows:

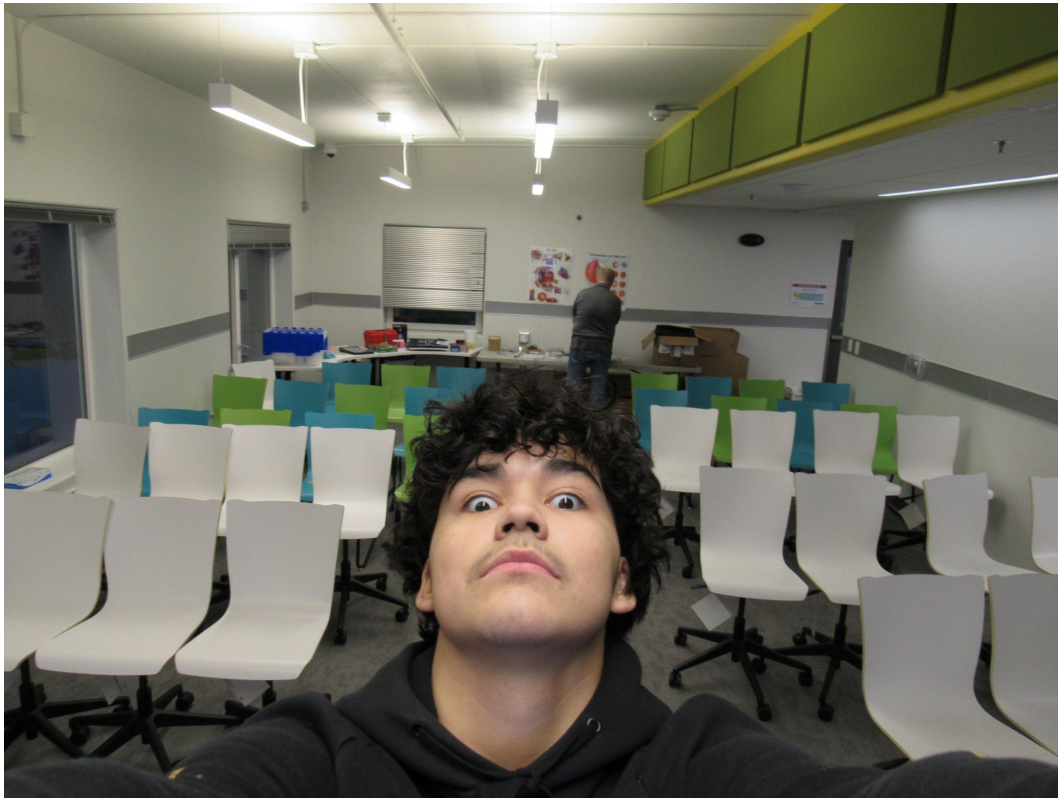
		Monday December 5th	Tuesday December 6th	Wednesday December 7th	Thursday December 8th	Friday December 9th
8	AM	Fly in	Wake up /Breakfast	Wake up/Breakfast	Wake up/Breakfast	Wake up/Breakfast
9	AM	Fly in	ASNA Presentation	Borough Presentation Planning	ASRC Energy Services	Close out Presentation
10	AM	Fly in	Ilisagvik College Presentation	Borough Presentation NSB Health Dept	ICAS Presentation	Pack
11	AM	Fly in	Ilisagvik College Presentation	Borough visit	Technical Training Center	Fly Out.
12	PM	Fly in	Lunch	Lunch	Lunch	Fly Out.
1	PM	Fly in	AKCIS/Paxton Patterson Career kits	Search and Rescue site visit	AKCIS/Paxton Patterson Career kits	Fly Out.
2	PM	Fly in	School Home Work	Borough Presentation	AKCIS/Paxton Patterson Career kits	Fly Out.
3	PM	Fly in	Alaska Excel	School home work	School home work	Fly Out.
4	PM	Room Settle in	free time / Recreation	free time / Recreation	free time / Recreation	Fly Out.
5	PM	Dinner	Dinner	Dinner	Dinner	Fly Out.
6	PM	free time / Recreation	free time / Recreation	free time / Recreation	free time / Recreation	Fly Out.
10	PM	Rooms/Curfe w	Rooms/Curfew	Rooms/Curfew	Rooms/Curfew	
11	PM	lights out	lights out	lights out	lights out	

Pictures from the first day:









Student Services - Lori Roth

1.0 Student Success

Staffing

We are thrilled to have all but 1 school counselor and special education teacher sub return your sites. This provides great consistency and support to our students and families. A big thank you to those returning. We currently have a special education teacher or special education sub in all our sites. The Student Services Office is providing weekly zoom support and attending meetings for compliance support.

Early Childhood Language Enrichment

An MOA with TeleTalk was approved in November to provide language enrichment activities in ECE classrooms. Tenna, Caitlin, and Lori met with TeleTalk speech therapists to begin a plan for implementation. A meeting has been set up with Kali School to discuss initial implementation. Ipalook Elementary School will also be scheduled this month. The whole group lessons will be provided 1 time per week in the presence of the ECE teacher. The lessons are designed to support language development through direct remote instruction, modeling, and follow-up activities. Sites participating in the pilot project are Ipalook Elementary School, Harold Kaveolook School, Tikigaq School, Alak School, and Kali School. This project will be funded through grant funds.

Crisis prevention Intervention Training (CPI): verbal de-escalation training

CPI training has been scheduled for Kiita Learning Community as required under the Alaska Safe Children's Act. Additional site-based training will be scheduled. All special education teachers will be required to take the training.

Restorative Practices

Kali School, Barrow High School, Harold Kaveolook School continue to participate in scheduled training.

Second Step Guidance lessons:

All school counselors are implementing the on-line Second Step Program. The Second Step Elementary digital program is web based and is used through grade 8. It allows for consistency from classroom to classroom with flexibility to teach it remotely or in person. The program provides SEL curriculum with intuitively designed lessons, whole class progress, and is culturally relevant with age-appropriate content.

2.0 Community Engagement

Inter-Agency Collaborations

Scheduled a meeting with Integrated Behavioral Health to discuss and develop district-wide collaboration.

3.0 Staff Success

4thR Training and Healthy Relationships Training

has been scheduled for December 6, 2022. All school counselors and Social Workers will attend the training on December 6, 2022 from 9:00-12:00. This training will support the requirements under the Alaska Safe Children's Act.

4.0 Financial & Operational Stewardship

Emergency Response Coordinator - Jimmy Capps

1.0 Student Success:

- October 17th - I started with the NSBSD as the Emergency Response Coordinator.
- October 17th - Flew to Iowa and became a certified ALICE Instructor for Active Shooter Incidents for schools.
- I am developing a comprehensive emergency response plan for the school district; this will provide a safer environment for students and help promote success.
- I have completed a draft proposal emergency evacuation plan for all four of the schools in Barrow.
- I have traveled to Kaktovik and working on their written emergency evacuation plan.
- The safety of our students is my number one priority.

2.0 Community Engagement:

- I came to the NSBSD from ASNA, where I was the Risk Manager for SSMH. I am familiar with the communities of the NSB and the importance of community engagement.
- Over the past month and a half, I have been working hard to foster and build relationships with organizations like ASNA, SSMH, NSB Risk, NSB Emergency Management, NSB Fire Department, NSB Police Department, NSB Public Works Department, NSB Search and Rescue, ICAS, All SAC's, The City of Utqiagvik and All Villages of the NSB.
- Attended a SAC meeting in Barrow
- Attended a community meeting in Kaktovik for the new school building construction.

3.0 Staff Success:

- I have included staff in the development of the emergency evacuation plans for all 4 barrow schools and Kaktovik school.
- ALICE Training for Staff is scheduled to start December 5th.

4.0 Financial & Operational Stewardship:

- Developing a comprehensive emergency response plan for the school district, will reduce financial liability on the school district if an emergency or violent critical incident occurs.

State & Federal Grants - Brian Krosschell

4.0 Financial & Operational Stewardship

Federal Programs (Title Grants)

Part of the requirements of using federal program funds include explaining the purpose of our Title programs, collecting stakeholder feedback, public notifications, and ensuring the District uses federal funds in an allowable way for each of the different Title programs. This month I will cover some of the things we are working on. More information about our federal funding is available at: <https://education.alaska.gov/esea>

Impact Aid

Impact Aid is one of the main projects we need to have completed by January 31st. These funds are used to support all the operations and functions of the school district. It is a large project and takes considerable time and communication with multiple entities including the Borough and ICAS. This funding is designed to assist school districts that do not receive property tax revenue due to the presence of tax-exempt Federal property including children living on Native lands, ANCSA, and low rent property.

More information is available at

<https://oese.ed.gov/offices/office-of-formula-grants/impact-aid-program>

Quarterly Reviews and Revisions of Grants

Two of the grants we review quarterly that I have not summarized in my previous board reports include Title II and Title IV.

Title II

These funds aim to increase student achievement by elevating teacher and principal quality through recruitment, hiring and retention strategies.

Title II-A funds are to provide one or more of the following:

- increase student achievement*
- improve the quality & effectiveness of teachers, principals, & leadership*
- increase the number of teachers, principals, & leaders*
- provide greater access to teachers, principals, & leaders*

More information is available at <https://education.alaska.gov/esea/TitleII-A>.

Title IV

Title IV SSAE program is intended to improve students' academic achievement by:

- (1) providing all students with access to a well-rounded education*
- (2) improving school conditions for student learning*
- (3) improve the use of technology to improve the academic achievement and digital literacy of all students*

**Districts that receive \$30,000 or more must conduct a comprehensive needs assessment that includes, at a minimum, a focus on all the three priority areas (with 20% of funds going to each of the three areas, except technology). The needs assessment must occur at least once every 3 years.*

More information is available at <https://education.alaska.gov/esea/titleIV-A>.

Special Thanks

I want to give a special thanks to Lucienne Smith. Lucienne is now retired, but she used to be the business manager at NSBSD years ago. In the past few years, she has also been helping NSBSD with Impact Aid while in retirement. She has been a great help to me as I learn about the Impact Aid process.

If you have any questions, suggestions, or ideas, please feel free to email me at brian.krosschell@nsbsd.org

Business Office - Lila Peterson

4.0 Financial & Operational Stewardship

We have completed the FY23 budget revision and are now currently working on the FY24 preliminary budget. We have commenced conversations with Departments and will be working with the Superintendent to discuss budget expectations with Principals.

We're continuing to work on our processes to ensure payments are completed in a timely manner. Communication with the NSB remains positive and open as is evident in the execution of MOA's and open communication about invoices and payments due.

Last week our Business office and HR staff attended the ALASBO conference, offering them much needed development sessions across a range of critical operational areas.

We continue to work with HR to iron out further anomalies from previous years processes and communications. Notwithstanding these challenges, payroll has worked very hard to make sure everyone was paid before the holidays and a close turn around for the upcoming holidays.

I would like to thank the business office team for working together to ensure the process runs smoothly.

Human Resources - Dr. Bobby Bolen

3.0 Staff Success

The HR team has been continuing its work to secure our H1B Visa applicants. We now have 10 applicants that have been approved by US Immigration and are awaiting their US Embassy interviews. We have 13 applicants that have been notified that their paperwork has been received by US Immigration and we anxiously await their approval as well. Of those 13, 6 have received US Embassy interview dates of either December 28 or 29. Once all applicants are approved through the Immigration and the US Embassy, we will coordinate their travel to ANC, where they will spend approximately 1 week awaiting Social Security number issuance. The delegation will then travel to Utqiagvik for a week of inservice before heading out to sites. Our experience is showing that we can expect about a 6 week turn-around from Immigration approval to clearance from the US Embassy. With that in mind, the HR Department is currently seeking Long Term Subs (LTS) to fill H1B vacancies through mid-March.

We are currently in our Open Enrollment period for Health benefits. An email has gone out to all staff letting them know that the Open Enrollment period ends on December 15, 2022. Lisa Harcharek will process any forms submitted during this time.

HR will be working with the Business Office and the Assistant Superintendent over the next few weeks going site by site to review position and pay and confirming FTE's for SY24. More of that to come before the Board in January.

We are still working with our consultant in regards to defining changes to the HR Department during our overhaul and restart. I look forward to being able to implement many of these recommendations as we head into the second half of this year and fully implement them by the start of next school year.

Maintenance & Operations - Steve Cropsey

Harold Kaveolook School (KAK)

The Design Team, NSB CIPM staff and Steve attended the SAC meeting, conducted last Wednesday 11/30/22 and presented the latest iteration of the schematic build out plans for the Harold Kaveolook School build out. The meeting was held by Zoom so no site travel was involved.

December 2022

The latest schematic incorporated comments which were recorded from the Dec. 2 meeting in Kaktovik.

Trapper School (NUI)

The new camera system is being installed at Trapper School.

Kitta Learning Community

A 17-year lease has been executed by CSA Vadiveloo and Utqiagvik Mayor Asisaun Toovak. The lease begins June of 2020 and expires May of 2037.

BHS and HMS (Utq.)

The District's electrician, Dennis Dabbs, has installed a new wrestling "spot light" just in time for the Robert Harcharek Wrestling tournament. (The spot light apparatus had been on hand but not installed at BHS for over one and a half years.) The electrician is currently installing the 8 "Vape Detectors" at HMS. Mr. Dabbs worked nights on both projects so as not to interfere with daytime school operations.

Barrow HS (Utq.)

Olgoonik Construction Services has again informed Bernadette Fischer and Eric Hernandez of the NSB CIPM staff that the BHS pool should be ready for use by the end of March 2023. The original pool contractor has been relieved and a new pool contractor has been retained to complete the project.

Districtwide (ATQ, AIN, PHO, PIZ, NUI,AKP)

Vehicles are being replaced and upgraded to SUVs and $\frac{3}{4}$ ton 4WD pickups. Some will be delivered over ice roads and some by barge.