



NORTH SLOPE BOROUGH SCHOOL DISTRICT

M E M O R A N D U M

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Chief School Administrator DsV

FROM: Dr. Bobby Bolen, Director of Human Resources BB

DATE: March 28, 2023

SUBJECT: Recruitment Update

**Memo No. SB23-147
Information Item**

NSBSD Strategic Plan Goal:

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

Issue Summary:

Board Policy 4111 Recruitment and Selection (Certificated Personnel) states:

The District shall employ the most highly qualified person available for each open position. The Superintendent or Designee shall develop recruitment and selection procedures to ensure that every effort is made to find and hire fully qualified teachers for all classrooms, which include:

1. Assessment of the district’s needs to determine those areas where specific skills, knowledge and abilities are lacking;
2. Development of job descriptions that accurately portray the position, including requirements that a teacher be highly qualified in accordance with federal and state law;
3. Dissemination of vacancy announcements to ensure a wide range of candidates, when necessary;
4. Screening procedures that will identify the best possible candidate for interviews;
5. Interview procedures will determine the best qualified candidate for recommendation to the Board.

Staff members involved in the selection process shall recommend only those candidates who meet all qualifications established by law and the Board for a particular position. Nominations for employment shall be based upon appropriate screening devices, interviews, observations, recommendations from previous employers, background and reference checks, and any requirement of applicable collective bargaining agreements.

Teacher Retention Rate:

Measure	SY16	SY17	SY18	SY19	SY20	SY21	SY22
Retention Rate	73%	71%	75%	73%	73%	71%	63%

Status as of March 28, 2023 by site:

Site: Ipalook Elementary School, Utqiagvik	
# of FTE's in FY23:	44
Total Vacancies:	1 Principal and 7 Teachers
HIB's Assigned	2

Site: Hopson Middle School, Utqiagvik	
# of FTE's in FY23:	24
Total Vacancies:	1 Principal and 7 Teachers
HIB's Assigned	0

Site: Barrow High School, Utqiagvik	
# of FTE's in FY23:	26
Total Vacancies:	5 Teachers
HIB's Assigned	0

Notes: 2 positions are split BHS/HMS

Site: Kiita Learning Community, Utqiagvik	
# of FTE's in FY23:	6
Total Vacancies:	1 Teacher
HIB's Assigned	0

Site: Alak School, Wainwright	
# of FTE's in FY23:	19
Total Vacancies:	2 Teachers
HIB's Assigned	3

Site: Nunamiut School, Anaktuvuk Pass	
# of FTE's in FY23:	14
Total Vacancies:	1 Teacher
HIB's Assigned	2

Site: Meade River School, Atkasuk	
# of FTE's in FY23:	12
Total Vacancies:	4 Teachers
HIB's Assigned	1

Site: Harold Kaveolook School, Kaktovik	
# of FTE's in FY23:	10
Total Vacancies:	1 Teacher and 1 Counselor
HIB's Assigned	0

Site: Nuiqsut Trapper School	
# of FTE's in FY23:	18
Total Vacancies:	1 Teacher
HIB's Assigned	5

Site: Tikigaq School, Point Hope	
# of FTE's in FY23:	26
Total Vacancies:	6 Teachers
HIB's Assigned	0

Site: Kali School, Point Lay	
# of FTE's in FY23:	13
Total Vacancies:	1 Counselor
HIB's Assigned	3

Site: NSBSD Totals	
# of FTE's in FY23:	212
Total Vacancies:	2 Administrators and 35 Teachers and 2 Counselors

Upcoming Job Fairs:

Tentative: Virtual ATP Job Fair April 1, 2023
 Portland Job Fair April 11, 2023
 North Central Michigan Education Fair April 13, 2023

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