NWABSD Board Retreat

Thursday, October 15, 2026 9:00 AM
District Office Boardroom, 744 Third Ave., Kotzebue, AK 99752

1.	**9:00 AM OPENING REMARKS & SCHEDULE REVIEW**	**Presenter:** Margaret Hansen, Board President
2.	**9:15 AM NWABSD PROGRAMS OVERVIEW**	**Presenter:** Director Presentations
3.	**11:00 AM COMPLAINT PROCESS & GRIEVANCES**	**Presenter:** Michael Caulfield, JDO Law
4.	**12:00 PM LUNCH BY ATC**	
5.	**1:30 PM SCHOOL CLIMATE AND CONNECTEDNESS SURVEY**	**Presenter:** Claudia Plesa, AASB
6.	**4:15 PM WRAP UP & BOARD COMMENTS**	**Presenter:** Margaret Hansen, Board President

NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak
PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

BOARD OF EDUCATION RETREAT
AGENDA – OCTOBER 14-16, 2026

Location: District Office Board Room
Microsoft Teams
CALL-IN: **(833)682-3239** TOLL FREE

Wednesday, October 14, 2026 MTG CODE: 566 841 592#	
1:30 PM	Welcome & Opening Remarks *Margaret Hansen, Board President*
1:40 PM	Board Orientation *Katie Oliver, AASB*
4:15 PM	Wrap-up & Board Comments *Margaret Hansen, Board President*

Thursday, October 15, 2026 MTG CODE: 451 305 222# ATC LOCATION ALL DAY	
9:00 AM	Opening Remarks & Schedule Review *Margaret Hansen, Board President*
9:15 AM	NWABSD Programs Overview Director Presentations
11:00 AM	Complaint Process & Grievances *Michael Caulfield, JDO*
12:00 PM	LUNCH at ATC
1:30 PM	School Climate and Connectedness Survey Results *Claudia Pleşa, SCCS Presenter*
4:15 PM	Wrap-up & Board Comments *Margaret Hansen, Board President*

Friday, October 16, 2026 MTG CODE: 774 575 599#	
8:00 AM	Opening & Schedule Review *Margaret Hansen, Board President*
8:15 AM	Budget Overview *General Fund*
10:00 AM	Legislative Update & Priorities *Reggie Joule, Christine Hess, & John Walsh, Lobbyists*
11:00 AM	Strategic Plan Update *Administration & Board Members*
11:30 AM	Lunch on your own
1:00 PM	Child Care Center Walk-Through *ICC Board & NWABSD Board*
1:30 PM	Board Member Overview: teams, email, BoardBooks, phishing, benefits, etc. *Terri Walker*
4:00 PM	Board Comments & Closing *Margaret Hansen, Board President*

MISSION: To provide a learning environment that inspires and challenges students and employees to excel
VISION: To graduate all students with the knowledge, skills, and attitudes necessary for a successful future

NWABSD School Board Retreat

October 14-16, 2026



Atautchikun Iñuuniałiptigun

Terri Walker, Superintendent

Agenda

NWABSD Programs Overview

Foundational Statements

Strategic Plan

Organizational Chart

Program Responsibilities

Superintendent's Office Personnel

Director & Principals

Department Overviews

NWABSD Programs Overview
Foundational Statements

MISSION

TO PROVIDE A LEARNING ENVIRONMENT THAT INSPIRES AND CHALLENGES STUDENTS AND EMPLOYEES TO EXCEL

VISION

TO GRADUATE ALL STUDENTS WITH THE KNOWLEDGE, SKILLS, AND ATTITUDES NECESSARY FOR A SUCCESSFUL FUTURE

Strategic Plan

Goal 1: School and Culture
Objective 1: Community School Connections NWABSD will work with each site to establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support.
Objective 2: Immersion School Program NWABSD will begin an immersion school program starting with PreK level and moving to Kindergarten, 1st, and 2nd grade progressively throughout the next five years.
Objective 3: Cultural Science Curriculum NWABSD will create a cultural place-based science curriculum using the traditional Native Ways of Knowing and Learning.
Goal 2: Operational Improvement
Objective 1: Optimize Business Operations The NWABSD will evaluate, scope, and create an implementation plan for integrations to streamline and maximize operating software. Completion will support initiatives like the implementation of a 5-year budget forecast.
Objective 2: Standard Operating Procedure Documentation The NWABSD will establish written processes to support all processes within the district to support efficiency and succession planning.
Goal 3: Instructional Support
Objective 1: Evaluation of MTSS (Multi-Tiered System of Supports)/Safe and Civil Reset NWABSD staff will evaluate the systems of MTSS and Safe and Civil operationalized within schools with current strategies supported with data (literacy) use. The implementation of the strategy will be supported with increased instructional support implemented through strengthening relationships to support instructional teams.
Objective 2: Safe & Civil Refresh NWABSD staff will evaluate the systems of PBIS/Safe & Civil Schools operationalized within schools with current strategies for structured learning environments. The implementation of the strategy will be supported with increased instructional support implemented through strengthening professional development delivery to support instructional teams.
Goal 4: Wellness
Objective 1: Sustainable Counseling Program NWABSD staff will develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.
Objective 2: Trauma-Informed Teaching Practices (TITP) NWABSD will implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.
Goal 5: Growing Our Own
Objective 1: Vocational Track Mapping NWABSD staff will align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.
Objective 2: Regional Workforce Development NWABSD will develop a plan for ATC to grow alignment between offerings and regional workforce needs.
Goal 6: Board Development
Objective 1: Improve New Board Member Orientation NWABSD Regional School Board will improve new board member orientation to support board efficacy and improve onboarding and communications.
Objective 2: Executive Committee Planning NWABSD Regional School Board executive committee will meet quarterly to plan for regional strategies and partnerships.
Objective 3: Improve Board comprehension of student data (especially as it relates to the Alaska Reads Act) NWABSD Regional School Board will monitor and review all assessment data and results.

Organizational Chart

2026-2027 Northwest Arctic Borough Communities and Families

NWABSD Board of Education: Margaret Hansen, Carol Schaeffer, Marie Greene, Tillie Ticket, Alice Melton-Barr, Erica Nelson, Millie Hawley, Jeanne Gerhardt-Cyrus, Alice Adams, Lawrence Jones

Terri Walker, Superintendent
Jeff Alexander, Assistant Superintendent

Directors

Iñupiaq Programs
Vacant

Curriculum/Instruction
Aeriale Johnson, Director

State/Federal Programs
Joy Cogburn-Smith, Director

Alaska Technical Center
Joseph Groves, Director
John Crabb, Assistant

Human Resources
James Stewart, Director

Student Services
Perrian Windhausen, Director
Dr. Ronald Malcolm, Assistant

Administrative Services
Natalie Dickey, Director

Property Services
Donavon Watkins, Director

Technology
Savio Dias, Director

Specialist/Coordinators

Student Services Specialists
David Smith - Data
Angela Eisel – SPED

Inupiaq Programs
Wanda Baltazar, Bilingual Coordinator
Winona Ballot, Specialist

Student Activities Coordinator
Robert Sheldon II

Curriculum/Instruction Development
Tracy Bell – Data Specialist
Vacant – Homeschool Teacher
Cassie Largo – Specialist

ECE/ELF Coordinator
Tracey Schaeffer

Technology Coordinator
Kwang Wong

State/Federal Programs
Dora Hadley, Staff Development Specialist

Alaska Technical
Aletha Duchene – Teacher Program
Clay Beck - Career Pathways

Human Resources
Amie Gardner, Specialist
Daniel White, Coordinator

Administrative Services Specialists
Kim Rotman - Accounting
Amanda Kenworthy – Business Office

Schools

Ambler
Aimee Webb, Principal

Deering
Angela Schraven, Principal

Kiana School
Lynn Smith, Principal

Kobuk
William Habich, Principal

Noatak/Napaaqtagmiut
Lori Lundgaard–Hall, Principal

Selawik Davis-Ramoth Memorial
Jamie Cowart, Principal
Rachel Harmon, Assistant Principal

Shungnak
Dennis Slaton, Principal

Buckland
David Westenhover, Principal

June Nelson Elementary School
Jeremy Millard, Principal
Marjorie Baker, Assistant Principal
Ke'ani Lake-Phillips, Assistant Principal
Christopher Parker, Assistant Principal

Kivalina/Kisimġiugtug
Daniel Grimes, Principal

Kotzebue Middle High School
Jeremy Millard, Principal
Marjorie Baker, Assistant Principal
Ke'ani Lake-Phillips, Assistant Principal
Christopher Parker, Assistant Principal

Noorvik Elem/Aqqaluk High
Leslie Zibell, Principal
Mike Zibell, Assistant Principal

Revised: October 13, 2026

Program Responsibilities

Terri Walker, Superintendent
Executive Assistant: **Kristen Walker**
NWABSD Board of Education, Iñupiaq Program, Curriculum/Instruction, Student Services, State/Federal Programs, Technology, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan, and Capital Projects

Jeff Alexander, Assistant Superintendent
Student Activities, Inter-Agency Program Collaboration, Communications, Site Improvement Plans, District Improvement Plan, Child Abuse Reporting, Safety, Student Suspensions, Sex/Gender Equity Contact, Title IX Coordinator, Student Accident Reports
Student Activities Coordinator: **Robert Sheldon II**
Site Liaison: KMHS, Kivalina

Aeriale Johnson
Director of Curriculum & Instruction
PreK-12 Curriculum & Instruction, Professional Development, Graduate Follow-up, Post-Secondary Collaboration, Inservice Evaluations, Classroom Schedules, Tech Prep, Chukchi Campus – UAF, Dual Credit, VTC Course Schedule, Career Exploratory 6-8 Education, Career Awareness K-5 Education, School and Industry Workforce Development, Partnerships, Multi-tiered Support Systems (MTSS), Progress Monitoring, Curriculum Development, LIT Grant, Homeschool
Data Specialist: **Tracy Bell**
Specialist: **Cassie Largo**
Homeschool Teacher: **Vacant**
Site Liaison – Buckland, Deering

Perrian Windhausen
Director of Student Services & Special Education
Assistant Director: Dr. Ronald Malcolm
Secretary: Byrd Carter
Pre-K-12 Special Education, Immunizations, Itinerant SPED Services, Extended School Year Services, Child Find, 504 Plans, Counseling/Counselors, Youth Leaders, Attendance, Assessment Testing, Student Data/Records/Stats, Assessment Staff Development, Graduate Transcripts, Report Card to the Public, Limited English Proficiency, Gifted/Talented, Work Keys Assessment, Student Information Services (PowerSchool), Alaska Career Info System Administration, Student Online Portfolio
Data Specialist: **David Smith**
SPED Compliance Coordinator: **Angela Eisel**
Itinerant SPED: **Tracey Hyatt, Rita Gage**
ECE/ELF Coordinator: **Tracey Schaeffer**
Youth Leader Coordinator: **Cheyenne Ticket-Foote**
Site Liaison – Ambler, Kobuk, Shungnak

Director of Iñupiaq Programs: Vacant
Iñupiaq Immersion Program, Iñupiaq Curriculum and Instruction, Iñupiaq Language Assessment Tool, Place-based Curriculum Development, Iñupiaq Program Professional Development, Elder, Tribe, Community Collaboration, Cultural Events Schedule, TIIP Grant Management, Coordinate with State Agencies and Tribal Governments
Bilingual Coordinator: **Wanda Baltazar**
Iñupiaq Specialist: **Winona Ballot**

James Stewart
Director of Human Resources
Health Insurance, Worker's Comp., PERS/TRS, Position Vacancies, Recruiting, NAEA/NAESPA, Disciplinary Actions, Grievances, Negotiations, Extra-Duty Contracts, Certification, Highly Qualified Staffing, Maintenance, Unemployment Claims, Student Accidents, Teacher Housing, Staff Evaluations, Mandatory Training, Drug/Alcohol Testing
HR Coordinator: **Daniel White**
HR Officer: **Delia Shuster**
Assistant HR Officer: **Michelle Gallahorn**
HR Specialist: **Amie Gardner**
Site Liaison: Noatak, Selawik, JNES

Joy Cogburn-Smith
Director of State & Federal Programs
ESSA Grant Funding: Application, reports and compliance issues, Site Improvement Plan development support, Indian Education Grant, Migrant Education recruiting activities, Grant Budget development and revisions, Supervision of grant fund applications, activities and records, Summer School Programs, PAC/tribal consultation
Migrant Ed. Coordinator / Admin. Asst.: **Loretta Kittrell**
Program & Staff Development Specialist: **Dora Hadley**

Natalie Dickey
Director of Administrative Services
Budget Coordination, General Fund and Grant Accounting, Federal, State & Local Financial Reporting, Administrative Technology, Cash Management, Internal Audit, District Insurance, Asset Management, Payroll & Employee Benefits, Timekeeping, Purchasing, Accounts Payable & Receivable, Food Service
Staff Dev. Specialist – Business Office: **Amanda Kenworthy**
Staff Dev. Specialist – Accounting: **Kim Rotman**
Staff Dev. Specialist – Payroll: **Clara Henry**
Purchasing Agent: **Brad Eisel**
Asst. Payroll Officer: **Leah Tate**
MOA – Food Service: **Amber Colvin**
MOA – CIP and AR: **Deborah Walker**
AP/AR Clerks: **Lois Booth, Andrea Bailey**
Accounting Technician: **Katelyn Atoruk**

Joseph Groves
Director of Alaska Technical Center
Assistant Director: John Crabb
Industry Liaison, Star of the Northwest Magnet School, General Education Development (GED), Statewide Adult Vocational Training: business, management, marketing and related support service; construction trades; health professions and related programs; mechanics and repair technologies; and transportation and materials moving
Registrar: **Toni (Chelle) Jones**
Career Pathways: **Clay Beck**
Education Program: **Aletha Duchene**
Culinary Arts: **Chef Alejandro Vargas**
Construction Trades: **Ken Phillips**
Adult Education Instructor: **China Kantner**

Donavon Watkins
Director of Property Services
Office Manager: Kiki Kenworthy
School Facility Maintenance/Repair, Teacher Housing, Maintenance/Repair, Deferred Maintenance/Repair, Fuel, Inventory/Purchase, Custodial Supply Inventory/Purchase, Maintenance Supply, Inventory/Supply, Vehicles, Federal & State Inspection/Compliance, Summer Site Supervision, Computerized Maintenance Program, Security, and Utilities
Preventative Maintenance Mgr.: **George Cowart**
Plumber: **Troy Humphreys**
Mechanical Controls: **Vernon Nelson**
Temp Electrician: **Quinn Iten**

Savio Dias
Director of Technology
Pre-K-12 Instructional Technology, Technology Staff Development, Technology Plan & Policies, eRate, Inter-agency Technology Collaboration, Technology Grant Funds, Digital Citizenship, Computer Installation/Maintenance, Resource Technology Leaders, Network, Telecommunications, Video Teleconference (VTC), Technology Purchases, Board Policy
Technology Coordinator: **Kwang "Ken" Hong**
Computer Field Technician: **John Miner**
Network Administrator: **Open position**
Site Liaison – Kiana, Noorvik

Superintendent



Terri Walker
Superintendent

Superintendent's Personnel



Jeff Alexander
Assistant Superintendent



Kristen Walker
Executive Assistant to the Superintendent and the Board of Education



Robert Sheldon II
Activities Coordinator

Program Responsibilities

Superintendent

- Communications with Board
- Departmental Programs
- Fiscal Responsibility
- Advocacy
- Strategic Plan

Assistant Superintendent

- Student Activities
- PK-12 Schools
- Principals
- Safety
- Policy
- Public Relations

Superintendent



Robert Sheldon II
Activities Coordinator



Student Activities

Athletic & Academic Activities:

1. Cross Country
2. 3A Volleyball
3. 1A M6 Volleyball
4. 1A Wrestling
5. 3A Wrestling
6. 1A Basketball
7. 3A Basketball
8. Native Youth Olympics
9. Student Government
10. Battle of the Books
11. Spelling Bee
12. Music

Responsible for:

- Activities Budgets
- Activities Mitigation Plans
- Extra Duty Contract Support
- Activities Website
- Alaska School Activities Association (ASAA) Eligibility Support
- National Federation of State High School (NFHS) Coaching Certification
- NFHS Network Streaming
- ASAA: Region 1 Board
- Survival Bags
- Senior Trips Travel Support
- Weekly Items:
  - ✓ Flight Arrangement
  - ✓ NMS Food Service
  - ✓ NMS Custodial
  - ✓ Open Freight Leg Notification

Directors



Natalie Dickey
Administrative Services



Joseph Groves
Alaska Technical Center



Aeriale Johnson
Curriculum



James Stewart
Human Resources



Vacant
Inupiaq Programs



Donavon Watkins
Maintenance



Joy Cogburn
State & Federal Programs



Perrian Windhausen
Student Services



Savio Dias
Technology

Principals



Aimee Webb
Ambler



David Westenhover
Buckland



Angela Schraven
Deering



Lynn Smith
Kiana



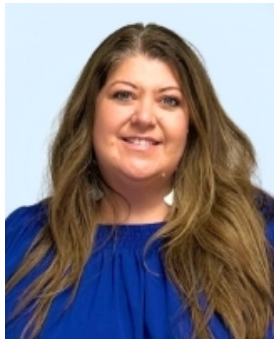
Daniel Grimes
Kivalina



William Habich
Kobuk



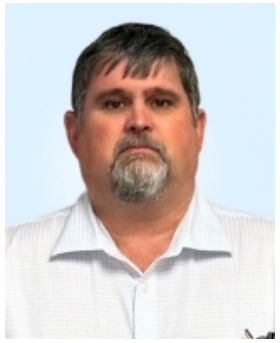
Jeremy Millard
June Nelson
Elementary
Kotzebue Middle High



Lori Lundgaard-Hall
Noatak



Leslie Zibell
Noorvik



Jamie Cowart
Selawik



Dennis Slaton
Shungnak

Department Overviews

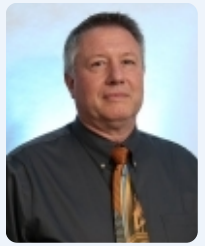
Click a department to jump to its presentation. Use the bar at the bottom of any slide to move between sections.



Administrative Services
Natalie Dickey
Director
Slide 14 ›



Curriculum & Instruction
Aeriale Tatqaviñ Johnson
Director
Slide 47 ›



Human Resources
James Stewart
Director
Slide 56 ›

Iñupiaq Programs
Nauyaq Wanda Baltazar
Iñupiaq Coordinator
Slide 62 ›



Property Services
Donavon Watkins
Director
Slide 67 ›



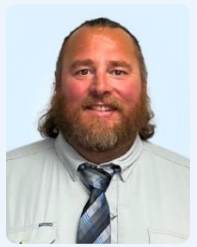
State & Federal Programs
Joy Cogburn-Smith
Director
Slide 73 ›



Technology
Savio Dias
Director
Slide 77 ›



Student Services
Perrian Windhausen
Director
Slide 86 ›



Alaska Technical Center
Joseph Groves
Director
Slide 95 ›

NWABSD Board Retreat

Administrative Services

Natalie Dickey, Director

October 2026

Meet the Team



Natalie Dickey
Director



Amanda Kenworthy
Staff Dev. Specialist - Business Office



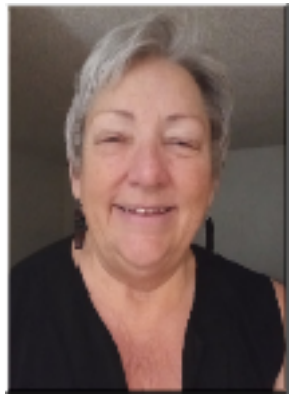
Kim Rotman
Staff Dev. Specialist - Accounting



Brad Eisel
Purchasing Agent



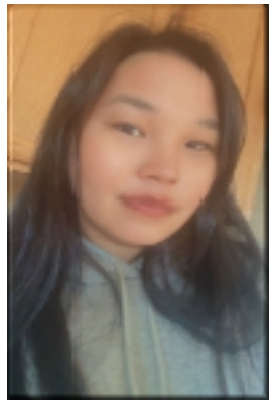
Amber Colvin
MOA - Food Service



Deborah Walker
MOA - CIP and AR



Clara Henry
Staff Dev. Specialist - Payroll



Leah Tate
Asst Payroll Officer



Lois Booth
AP/AR Clerk



Andrea Bailey
AP/AR Clerk



Katelyn Atoruk
Accounting Technician

Department Responsibilities

- ✓ General Ledger & Cash Management
- ✓ General & Grant Accounting
- ✓ Payroll & Employee Benefits
- ✓ Accounts Payable & Receivable
- ✓ Purchasing
- ✓ Food Service
- ✓ District Insurance

Department Responsibilities

Cash Management

- ✓ Bank account reconciliation and maintenance
- ✓ Investment portfolios
- ✓ Cash deposit accounts (ie. JNES scholarship)
- ✓ General fund & Payroll checking accounts
- ✓ Student activities reconciliations
- ✓ Food service & other collections
- ✓ Dual Control Process ➔ Internal Control Compliance
  - ► Two individuals must approve a new account, removal, or change.



Department Responsibilities

Budget Coordination



- ✓ Annual fiscal budget and process
- ✓ Advising on the timeframe and framework
- ✓ Budget committee
- ✓ Review of external resources that impact the annual budget.

Department Responsibilities

Federal, State, & Local Financial Reporting

- ✓ Submit Fiscal Operating Budgets to State Department Education Early Development (DEED)
- ✓ Single Audit for Federal & State Reporting
- ✓ Audit for Retirement Plan
- ✓ Reports for various agencies
  - ► i.e.: Northwest Arctic Borough, National Education Association, Affordable Care Act Reporting, Internal Revenue Service, Alaska Public Entity Insurance, Public, Other



Department Responsibilities

Administrative Technology

- ✓ Tyler Technology Infinite Visions Software
- ✓ Time Clock Plus (TCP+) Timeclock Systems



Department Responsibilities

Employee Benefits

- ✓State Public Employee Retirement System
- ✓Teacher Retirement System
- ✓Workmen's Compensation
- ✓Unemployment
- ✓Federal Income Tax Reporting
- ✓Federal Insurance Contributions Act
- ✓Long Term Disability
- ✓Health & Life Insurance Billing



Department Responsibilities

Internal Audit

- ✓ Preparation and fair presentation of the financial statements
- ✓ Accounts Payable/Receivable process
- ✓ Payroll process
- ✓ Retirement reporting
- ✓ Grant programs, including food service
  - ► Reporting and reimbursements



Food Service Programs

- National School Lunch Program (NSLP)
- School Breakfast Program (SBP)
- Fresh Fruit & Vegetable Program (FFVP)



Food Service Goals



- Assist students with meeting daily caloric intake expectations
- Aid students in expanding their dietary options
- Provide equity to those families suffering from food insecurity.

NMS Chef's Day

Chef's Day offers hands-on experience in the kitchen where students assist in preparing a special lunch while learning about cooking methods, presentation, nutrition, portion sizes, food safety, and culinary career opportunities—all in a fun, interactive environment

This year Chef's Day will highlight Alaska harvested fireweed honey. Chef's Day will be scheduled in the spring-time in April.



Menu Updates

New menu items are added each year based on the survey results. This year these items are new and/or back on the menu due to popular demand.

- Baked Empanadas
- Chicken drumsticks
- Breaded chicken breast with gravy and mashed potatoes
- Macho Nachos are back monthly

Fall Food Service Surveys

- Coming this month!
- A link is to be shared via email with a direct link to the Google Forms survey



FY26 Grants Awarded

Local Foods Grant

- ❖Used to purchase minimally processed local foods for school meals

- $4,581.97 awarded

Purchase of locally harvested fireweed honey and freeze-dried berries for hot cereals

- $2,230.97 awarded: Purchase of Alaska harvested beef burger

Purchase of Alaska Flour Company Alaksa Grown and Harvested Cream of Barley Hot Cereal

FY26 Grants Awarded

- Farm to School Mini Grant
- $4939 Awarded-Grant funds were used to purchase locally handmade niqsiqs and fishing gear to support culturally appropriate fishing activities for students.
- These materials were selected to enhance hands-on learning opportunities that connect students with local traditions, subsistence practices, and food systems.

Food Service Grants FY27

- **Alaska Child Nutrition Programs School Food Service Equipment Assistance Grant**
  - ❖Up to $5,000 can be awarded per school if approved
- **Alaska Food Coalition Mini Grants**
  - ❖Up to $1,000 can be awarded to help address food insecurity

Food Service Grants FY27 Cont.

- **Alaska Child Nutrition Programs School Food Service Technology and Innovation Grant**
  - ❖Up to $10,000 can be awarded.

Some examples of allowable expenses are:

- ➢Software (New or Updated)
- ➢Computers, tablets, or other technology equipment
- ➢POS Systems
- ➢Training for new programs

Fresh Fruit and Vegetable Program







The Goal of FFVP

Expand the variety of fresh fruit and vegetables children experience

Make a difference in children's diets to impact their present and future health

Increase children's fresh fruit and vegetable consumption





FY26 Award

- Total of $96,225.00 Awarded to provide fresh fruits and vegetables to students
- Meant to be served as a snack during the school day
- Only FRESH fruit or vegetables (no canned, frozen, etc.)

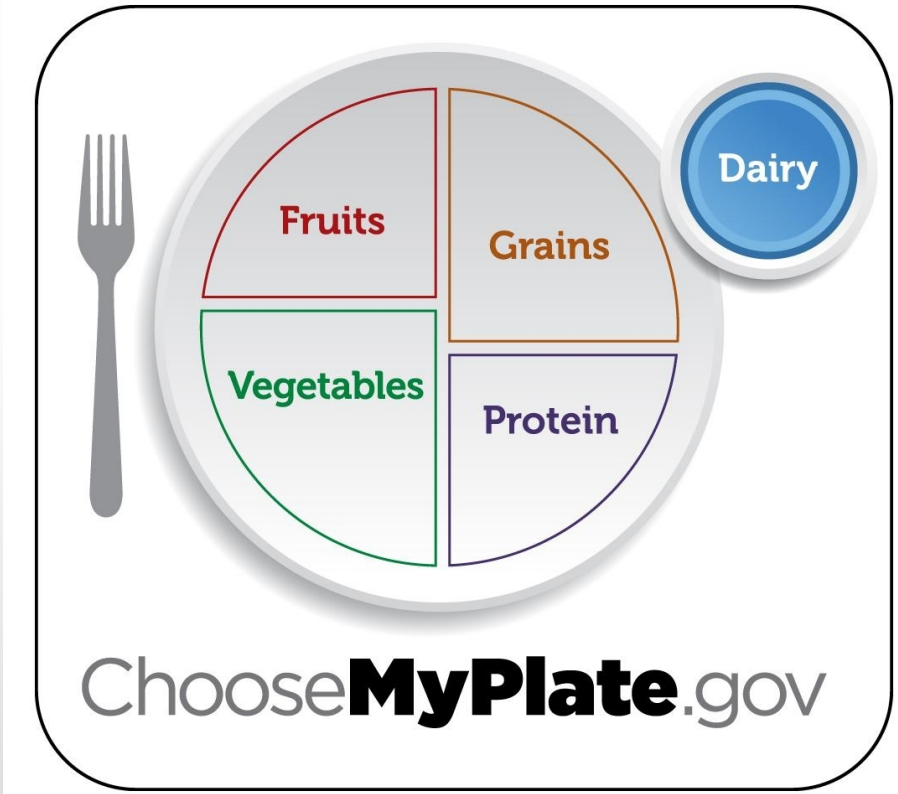


Food Service

Menu Planning

Breakfast Components

3 required components



Lunch Components

5 required components

Food Service





Moving Alaska's Traditional Foods into the school kitchen

Hunter/Fisher and Food Service Program must be in communication

Donations accepted for:
- ✓ Meats: whole, quartered, or roasts
- ✓ Fish: gutted and gilled, with or without heads
- ✓ Plants: whole, fresh or frozen

Confirmations needed:
- ✓ Animal not diseased
- ✓ Proper preparation steps followed
- ✓ Transfer of possession form completed for donating game meat





Local Foods

School Nutrition Legislative Updates

Alaska Senate Bill 187 – School Nutrition/Meal: Prohibit Food Dyes

- Restricts certain food additives in meals served in public schools
- Has an effective date of January 1, 2028
- The NWABSD currently meets compliance with ALL school meals served

Federal Whole Milk for Healthy Kids Act of 2025 was signed into law on January 14, 2026

- Schools participating in the NSLP may offer students expanded fluid milk options such as whole and 2% milk.

Food Service

Dietary Guidelines

Dietary Specifications

CALORIE LIMITS - LUNCH	Calories for K-8 (700)	Grades 9-12 (850)
CALORIE LIMITS - BREAKFAST	Grades K - 8 (550)	Grades 9-12 (600)

SODIUM

LUNCH: Max of about 1/2 tsp.

BREAKFAST: Max of about ¼ tsp

Example: One pkg of prepared ramen contains ¾ tsp. salt

WHOLE GRAINS

- 80 % of the weekly grains must be whole grain-rich
- A grain is "whole" when it contains all three parts of the vitamin-rich original kernel: bran, endosperm and germ.

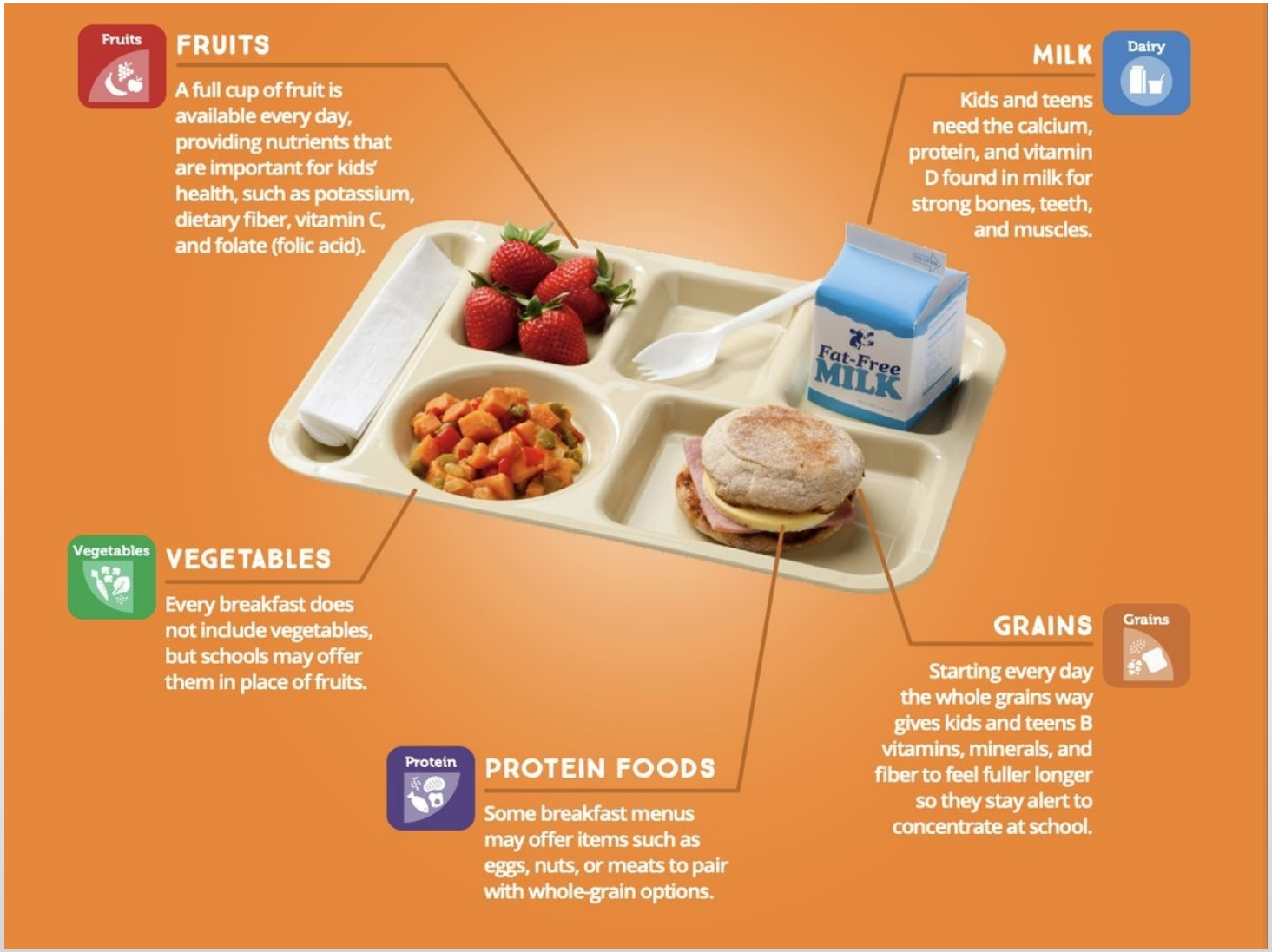
SATURATED FAT

- No more than 10% of all calories
- If calories=550 then no more than 55 can come from saturated fat. One slice of cheese contains about 45 calories of saturated fat.



Food Service

Dietary Guidelines Breakfast



Food Service

Dietary Guidelines Lunch



Food Service

Continuing Challenges NMS and NWABSD Face in Meeting USDA Guidelines

Challenges

- ✓Adapting to evolving school nutrition standards
  - ➢ balancing nutrition and participation
- ✓Rising costs
- ✓Shipping delays

Food Service

Reporting Timeline

- Monthly
  - Claims for reimbursement – NSLP & SBP
  - Claims for FFVP
  - Student enrollment/household eligibility
- Quarterly
  - Requests/Expenditures for FFVP
- Annually
  - Food Safety Inspections
  - New applications – NSLP, SBP, FFVP
  - Prepare Sites for State Audit (Schools audited every 3 years)

FY28 State Audit Expectations

- Meal Compliance: Meet USDA meal patterns and nutrition standards
- Meal Counting and Claiming: Accurately count and claim reimbursable meals
- Eligibility & Benefits: Maintain accurate eligibility records and confidentiality

FY28 State Audit Expectations Cont.

- Civil Rights and Food Safety: Follow nondiscrimination and food safety requirements
- Documentation: Keep complete menus, productions records and required logs
- Corrective Action: Resolve findings by deadlines and document compliance

Admin Svcs Annual Timeline

July-Beginning of New Fiscal Year, Budget for DEED Report Due, Year End Adjustments	January-W2 Processing, 1099 Processing, ACA Reporting, Quarterly Reports Due, IRS Tax Due-PCori
August-In-service Training, School Begins, Rent Begins, Audit Prep, Year End Adjustments, Payroll Audit	February-Begin New Budget Prep
September-IRS Taxes Due, ESC Tax Report Due, Audit Field Work, Retirement Audit, CIP audit (Dena leading)	March-On-going Budget Prep, IRS Taxes Due, ESC Tax Report Due, Student Count Due
October-Audit Completion ready for State/Feds, Quarterly Reports Due, Board Audit Update at Retreat, Student Count Due	April-On-going Budget Prep, On-going Insurance Renewal Prep, Quarterly Reports Due, Begin NMS Contract Renewal Review & Negotiation
November-Work, Work, Work	May-On-going Budget Prep, Budget Committee Forecast Discussion, On-going Insurance Renewal Prep, Principal Closeout and Purchasing wrap up
December-IRS Taxes Due, ESC Tax Report Due, Impact Aid Applications Due, Indirect Rate Proposal Due	June-Budget Work Session, Budget Due to the Board for Approval, IRS Taxes Due, ESC Tax Report Due, Audit preliminary week

Note: Monthly Financial Reports to Administration; Financial Reports to Board per Meeting Schedule



Curriculum & Instruction

Empowering Educators, Empowering Children

Aeriale Tatqaviñ Johnson
Director of Curriculum & Instruction

Board Retreat • October 2026

Honoring Ancestors



”Children grow into the intellectual lives of those around them.”

-Lev Vygotsky

What should every child experience in a Northwest Arctic Borough School District classroom?

What conditions must we provide in order for educators to do this successfully?

Top Priority: Build sustainable systems that are shaped by our learning communities and promote equitable outcomes.

- Regularly listen to educators, school leaders, students, families, and community partners.
- Use expressed needs, teacher observations, and student learning evidence to establish priorities using transparent decision-making.
- Create clear systems for professional learning and instructional support.
- Build internal coherence and alignment in all C&I relevant NWABSD policies and procedures.
- Develop a clear department mission and vision with actionable steps and communicate it widely on the district website, social media, in the Curriculum Guide, etc..

Our additional priorities respond to the realities of teaching and learning in NWABSD.

- Strengthen Tier 1 instruction across all classroom settings as our first and best opportunity to prevent the need for intensive learning support.
- Implement culturally responsive and place-based teaching practices to strengthen academic achievement and post-schooling outcomes.
- Provide a coherent and consistent response when children need additional support through a Multi-Tiered System of Support.
- Hone the instructional expertise to do the above through professional development.

Goal: Strengthen the instruction children receive every day.

- Prioritize cultural relevance and community engagement.
- Ensure professional development is differentiated and provided for all educators.
- Provide district-level and support site-level instructional leadership.

Goal: Build a connected system of professional learning.

- Use educator, student, and community feedback to inform and refine inservice content and session design.
- Provide professional development and resources that center children, solve problems of practice, and nurture the intellectual lives of teachers and students, generating inquiry and possibility beyond the sessions.
- Establish expert facilitated job-alike PLCs and strengthen principal-led learning.
- Provide classroom-embedded professional development within our current human resource capacity.

Goal: Make our MTSS support processes clear and workable across schools.

- Develop and refine a district MTSS Manual with educator and expert feedback.
- Address academics, **behavior, social-emotional needs**, and **attendance**.
- Promote a culture of taking assessment seriously and using holistic data to inform instructional practices and professional development.
- Establish intervention models that fit the unique contexts of our schools.
- Implement the Alaska Reads Act with fidelity.

”Children grow into the intellectual lives of those around them.”

-Lev Vygotsky

What should every child experience in a Northwest Arctic Borough School District classroom?

What conditions must we provide in order for educators to do this successfully?

How will district leadership — Board, Superintendent, Directors — know we succeeded?

Welcome to NWABSD!!

Human Resources

James Stewart
Director of HR

2026-2027



James Stewart

Director of Human Resources



Daniel White

Human Resource Coordinator



Michelle Gallahorn

Assistant HR Officer

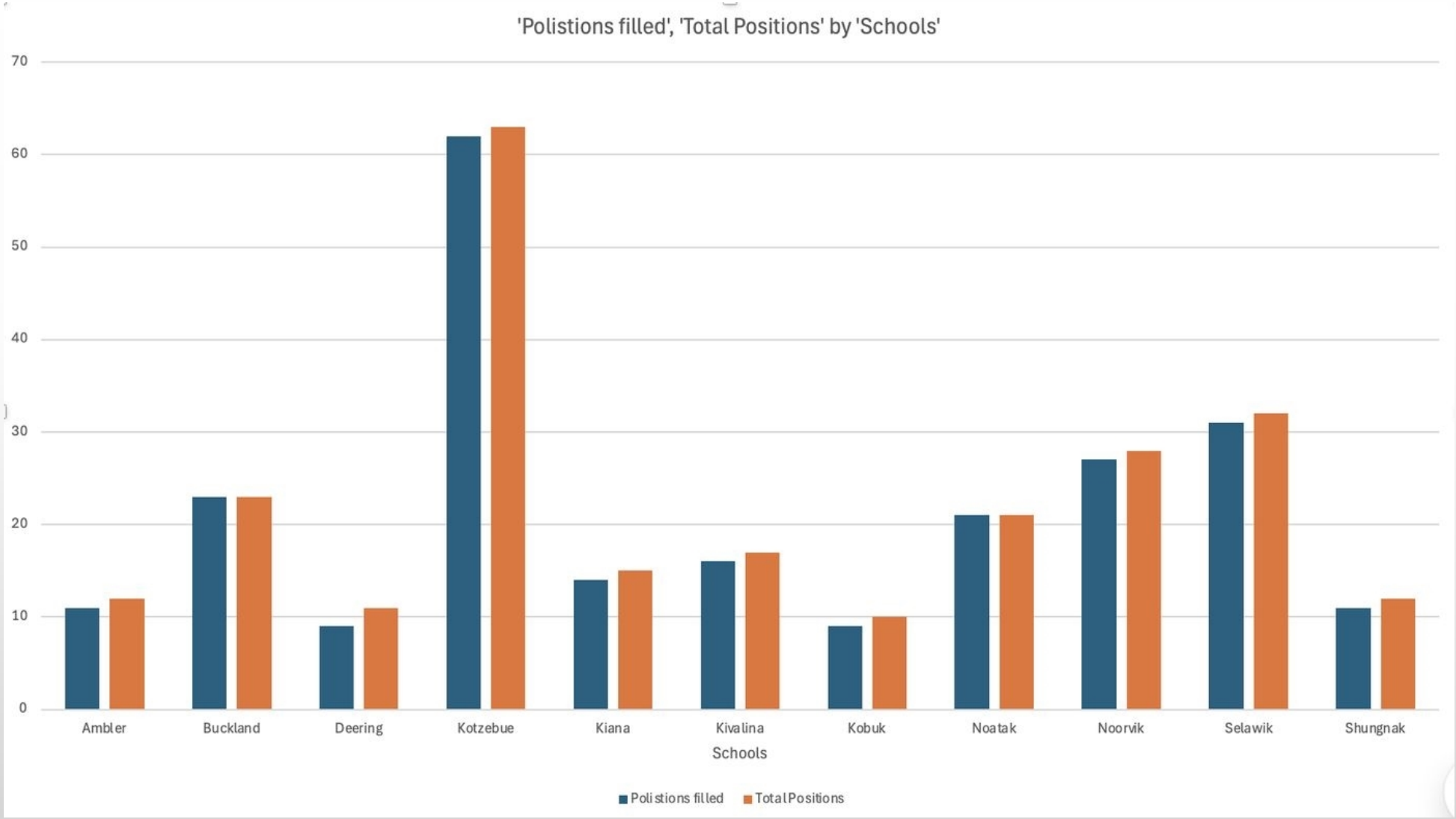


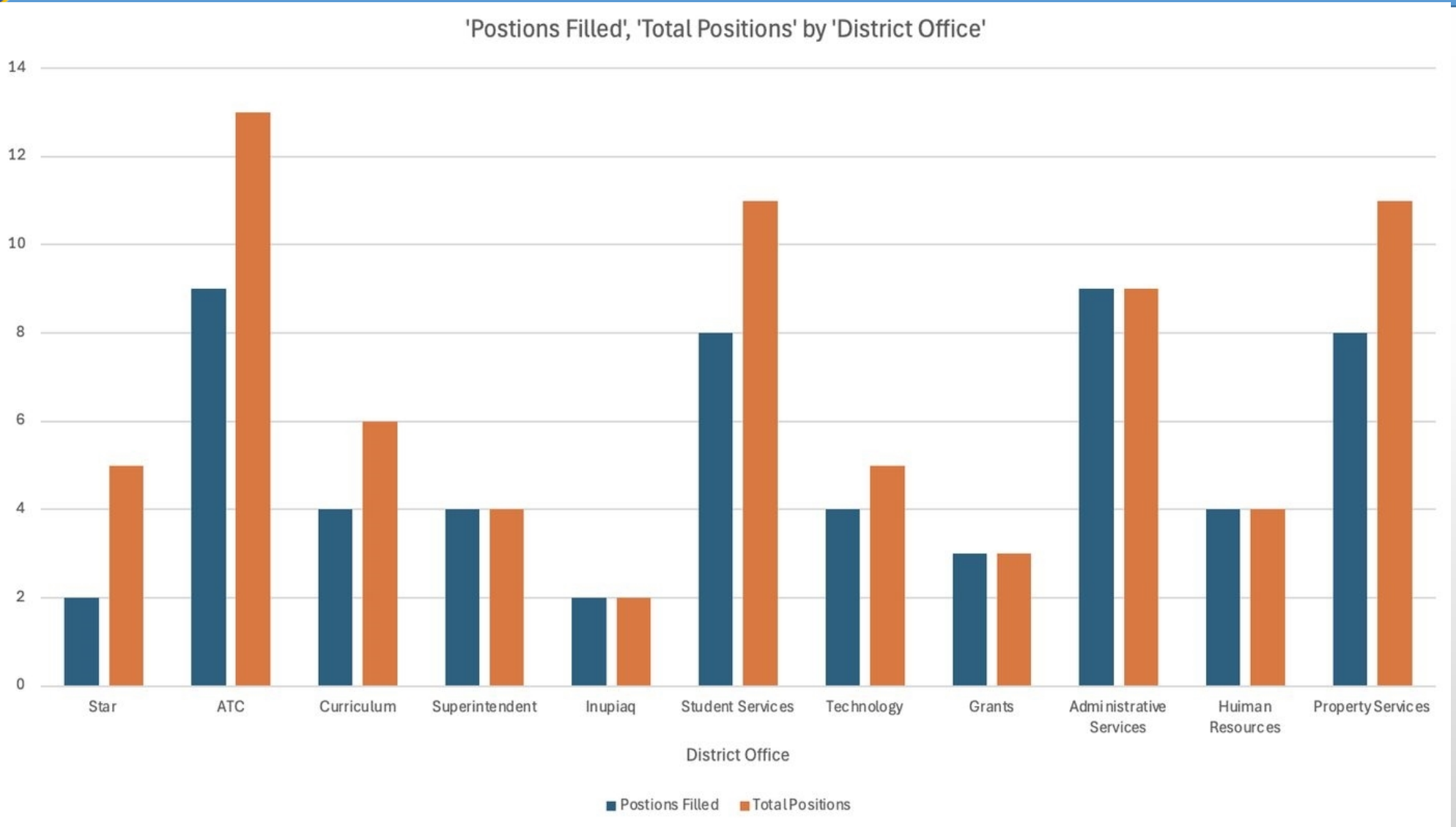
Delia Shuster

Human Resource Officer

Department Responsibilities

- Recruitment and Retention
- Onboarding/Orientation
- Contracts/Records
- Teacher Housing
- Performance Review
- State Reporting
- Staff Concerns/Negotiations
- Insurance


'Polistions filled', 'Total Positions' by 'Schools'
70
60
50
40
30
20
10
0
Ambler
Buckland
Deering
Kotzebue
Kiana
Kivalina
Kobuk
Noatak
Noorvik
Selawik
Shungnak
Schools
Polistions filled
Total Positions


'Postions Filled', 'Total Positions' by 'District Office'
14
12
10
8
6
4
2
0
Star
ATC
Curriculum
Superintendent
Inupiaq
Student Services
Technology
Grants
Administrative Services
Huiman Resources
Property Services
District Office
Postions Filled
Total Positions

VISA HOLDERS

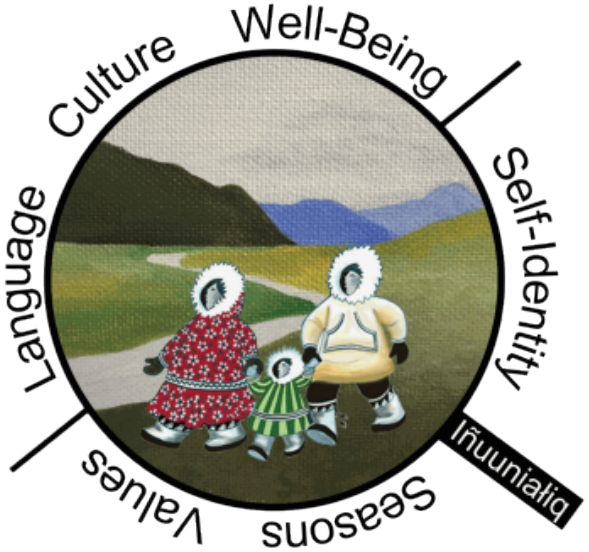
ISSUES

- H-1B's wish to get a green card
- J1's wish to become H-1B's
- H-1B's have to return home after six years
- J1's have to return home after five years
- Sometimes must redo visa when they move villages.

Paglaġiptigiñ



Mamaŋiñ Winona Ballot
Iñupiaq Specialist



Inupiaq Programs Department
2026-2027



Nauyaq Wanda Baltazar
Iñupiaq Coordinator

Inupiaq Teachers

Site	Inupiaq Community Name	Inupiaq Teacher	English Name
Ambler	Ivisaapaat	Nigruaġruk	Nellie Cleveland
Buckland	Kangiq	Ikaaq	Denny Hadley
Deering	Ipnatchiaq	Vacant	Vacant
Kiana	Katyaaq	Nałłauraq	Amber Barr
Kivalina	Siñgaqmiut	Aimmiu	Genevieve Swan
Kobuk	Laugviik	Iyaġak	Luke Jackson
Kotzebue	Qikiqtagruk	Paisaq	Charity Smith
Kotzebue	Qikiqtagruk	Mamaŋiñ	Winona Ballot
Kotzebue	Qikiqtagruk	Siġvaun	Sidney Sherman
Noatak	Nautaaq	Saumik	Amelia Johnsen
Noorvik	Nuurvik	Taluġnaqtauq	Elsie Sampson
Selawik	Akuligaq	Pakik	Carrie Skin
Shungnak	Isignaq	Qaqiksinauraq	Dolly Custer

Goal 1 School and Culture

Objective 1: Establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support.

Partner with stake holders to strengthen Inupiaq curriculum through language and culture programs that include goals and actions

Connect Curriculum with Cultural Ways and Science Knowledge in a local setting

Inform all stake holders about the progress of school/community connections

Goal 1 School and Culture

Objective 2: Begin an immersion school program starting with PreK level and moving to Kindergarten, 1st, and 2nd grade progressively throughout the next five years.

Assist Iñupiaq Instructors to obtain their certification through the state of Alaska

Train our Iñupiaq Instructors fluently into immersion methods of teaching Iñupiaq

Provide ongoing professional development for the Iñupiaq Instructors

Goal 1 School and Culture

Objective 3: Create a cultural place-based science curriculum using the traditional Native Ways of Knowing and Learning.

Develop lessons and activities that align with local traditions and practices utilizing natural resources to make the science curriculum more relevant and relatable for all students.

Incorporate the Iñupiaq language into the curriculum, promoting language preservation and encouraging students to learn and communicate these concepts in their native tongue.

Design hands-on, experiential learning opportunities that connect students with the local environment and traditional practices.

Establish community partnerships with local organizations and tribal councils to support the development and implementation of the curriculum and ensure ongoing cultural relevance.

Involve local elders as educators and mentors, recognizing their invaluable role in passing down traditional knowledge.

Empower students to explore and share their own traditional knowledge within the curriculum, creating a learning environment where both the teacher and students contribute to the learning.

Property Services

Property Services

Kotzebue Property Services Staff



Donavon Watkins
Director



Kiki Kenworthy
Office Manager



George Cowart
Preventative
Maintenance Manager



Troy Humphreys
Plumber



Vernon Nelson
Mechanical Controls



Quinn Iten
Temp Electrician

Department Organization

Kotzebue Crew Size:

- ✓ 1-Director
- ✓ 0-Electrician
- ✓ 1-Plumber
- ✓ 0-Mechanic
- ✓ 1-Carpenter
- ✓ 1-Office Manager
- ✓ 1-Preventative Maintenance Manager
- ✓ 1- Mechanical Controls Technician

Site Maintenance

Building Plant Operator (BPO):

- ✓ Each site has one Building Plant Operator (BPO) except for Kivalina which has two.
- ✓ Hired by the Director of Property Services and Supervised by the site Principal.

Site Custodians:

- ✓ The number varies per site based on school size
- ✓ Hired and supervised by NANA Management Services

Property Services

Responsible for maintaining & operating:

- 13 Schools ➔ 810,824 square feet
- 2 ➔ 40-bed Dormitories
- 13 Fuel Farms
  - ✓ 911,000-gallon total capacity
- 12 Back-up generators
- 119 Housing Units
- 60 Air Handling Units
- 84 Boilers
- 46 Toyotomi Heaters


AMBLER


BUCKLAND

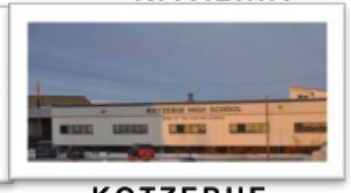

DEERING

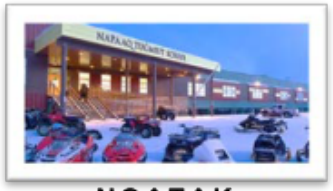

KIANA


KIVALINA


KOBUK


JUNE NELSON ELEMENTARY


KOTZEBUE MIDDLE/HIGH


NOATAK

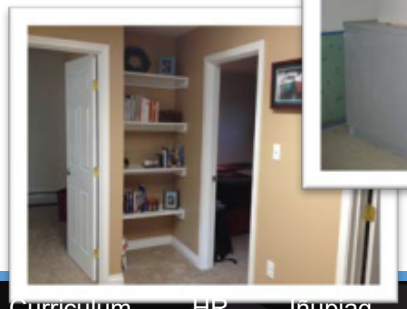

NOORVIK


SELAWIK


SHUNGNAK


ALASKA TECHNICAL CENTER







Property Services

Inspections





State Fire Marshall

- ✓ The Director of Property Service travels with the Fire Marshall and conducts an inspection accompanied by the site principal.
- ✓ A copy of the inspection report is given to the site principal.

Coast Guard

- ✓ Yearly, the inspections are conducted on the fuel oil fill lines leading from the river to the tank farm.
- ✓ The Property Service department receives the report and is responsible for correcting any deficiencies.

Fire Alarm Inspections

- ✓ Fire alarm inspection and repairs are conducted each year by a contractor.

Fire Sprinkler System Inspections

- ✓ Annual inspection are performed by a contractor.
- ✓ Currently all sites have sprinkler systems except for Kivalina.

Fire Extinguisher Inspection

- ✓ Inspections are performed annually by a contractor for all handheld extinguishers and kitchen hood suppression systems.

State Health & Safety (AK. State Environmental Conservation Office)

- ✓ Annual inspection for each site.
- ✓ The inspection covers kitchen use and building safety.

Property Services

Facility Security

All schools are outfitted with video surveillance systems that are triggered by motion.

Vehicle Use



District Motor Pool

- ✓ 13 Four wheelers
- ✓ 35 Mini-vans, Pickups, SUVs, and Passenger vans
- ✓ 9 Snow machines
- ✓ 2 School Buses

Vehicle Assignment

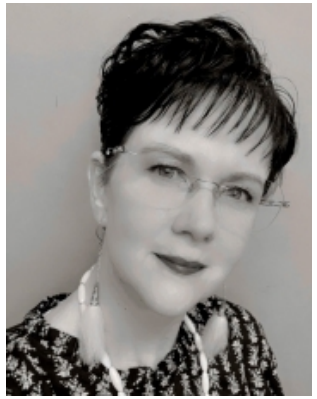
- ✓ In Kotzebue vehicles are assigned by the Property Service department and Assistant Superintendent on a first come and need basis.

State & Federal Programs



Providing A Learning Environment That Inspires and Challenges Students and Employees to Excel

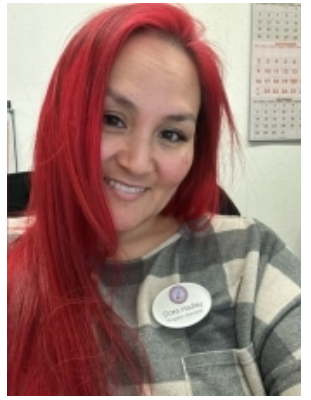
State & Federal Programs



Joy Cogburn-Smith
Director



Loretta Kittrell
Migrant Education Coordinator
Administrative Assistant



Dora Hadley
Program & Staff
Development Specialist



Department Responsibilities

- Grants
  - ✓ Applications
  - ✓ Reporting
  - ✓ Compliance
  - ✓ Budget Development
  - ✓ Purchasing
- Supervision of Grant Activities
- School Improvement Plan Development Support and Monitoring
- Migrant Education Recruiting Activities
- Migrant Programs
- PAC/Tribal Consultation for Grant Development Requirements
- ANSEP Planning and Organization



State & Federal Grants Total Budgets 2026-2027

Grant Budget

Totals for FY27
$16,460,275.56

Title Grants/State Pass-Through	27%	$	4,409,081.38
Federal Direct Grants	43%	$	7,128,151.14
Sch Improvement Grant Title 1 (1003)	3%	$	454,500.00
ATC	18%	$	2,976,256.04
Other	9%	$	1,492,287.00

Grant Name	Category		amount
Title I Basic	Title Grants/State Pass-Through		$3,084,986.94
Title I-C Migrant	Title Grants/State Pass-Through		$1,184,504.44
Carl Perkins	Title Grants/State Pass-Through		$139,590.00
Rural & Low Income School Program	Federal Direct Grants		$72,287.33
Title VI Indian Education	Federal Direct Grants		$590,675.00
Johnson O'Malley	Federal Direct Grants		$266,956.42
School Improvement Grant (SIG)	Sch Improvement Grant Title 1 (1003)		$454,500.00
CLSD Literacy Grant	Other	State of AK Education DEED	$350,000.00
Early Learning	Other	State of AK Education DEED	$1,037,287.00
Quality School	Other	State of AK Education DEED	$105,000.00
Native Youth in Action-ANSEP	Federal Direct Grants		$661,391.94
Our Youth – Positive Vision for the Future (OYVF)	Federal Direct Grants		$1,421,547.14
Literacy Connections	Federal Direct Grants		$98,148.09
Alaska Native ED Ilisautri Project-C3	Federal Direct Grants		$2,135,177.25
The Iñupiatun Ilisaqta Project (TIIP)	Federal Direct Grants		$1,071,107.73
Preparing Our Youth (POY)	Federal Direct Grants		$810,860.24
Alaska Technical Vocational Education Program (TVEP)	ATC	State of AK, Dept of Labor	$2,415,400.00
Alaska Construction Academy (ACA)	ATC	State of AK, Dept of Labor	$152,626.00
Alaska Adult Education (AAE/GED)	ATC	State of AK, Dept of Labor	$163,144.71
Hewlett Foundation	ATC	Other	$200,000.00
Maniilaq AAE/GED	ATC	Sub-grant	$45,085.33
			$16,460,275.56

Technology Department

Savio Dias

Technology Director



Team

Meet your field and network staff

Devices

What students and staff use daily

Internet

Village speeds from 2014 to 2026

Funding

Costs and E-Rate support

Refresh Devices

Laptop, iPad, and board plans

Refresh Network

Wifi, servers, phones, and video

Meet the Technology Team

Every community has a field technician

Open Position

Network Administrator

ALSO COVERS

- Senior Technician
- Field Tech Manager
- District Voice
- Data and VTC Network



Kwang "Ken" Hong

Computer Field Technician

SCHOOLS SERVED

- ATC
- JNES
- Noorvik
- Kiana
- Selawik
- Deering
- Buckland



John Miner

Computer Field Technician

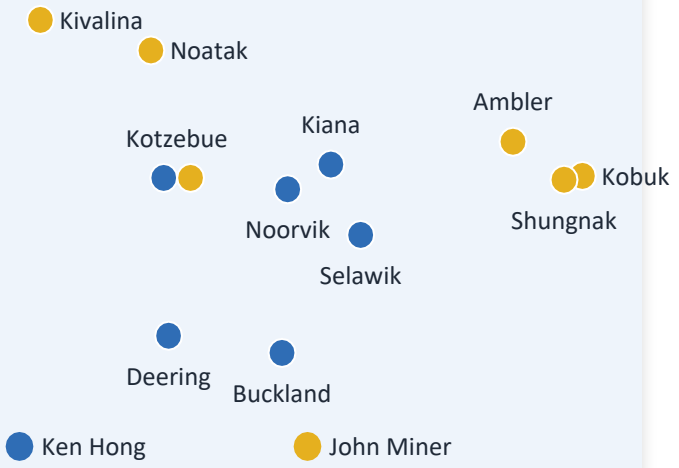
SCHOOLS SERVED

- KMHS
- Kivalina
- Noatak
- Ambler
- Kobuk
- Shungnak

Open Position

Computer Field Technician

Who covers where



11 communities served, with 2 positions open

Devices in Every Hand

Technology for classrooms, students, and staff

250

Interactive Ultra-HD SMARTBoards in ALL classrooms

250

Apple TVs that connect wirelessly to SMARTBoards

479

iPads for PK to 2nd grade

384

iPads with keyboards for 3rd and 4th grade

1,050

13 inch MacBook Airs for 5th to 12th grade

250

iPads for aides, teachers, and principals

485

Laptops for teachers, principals, and other positions

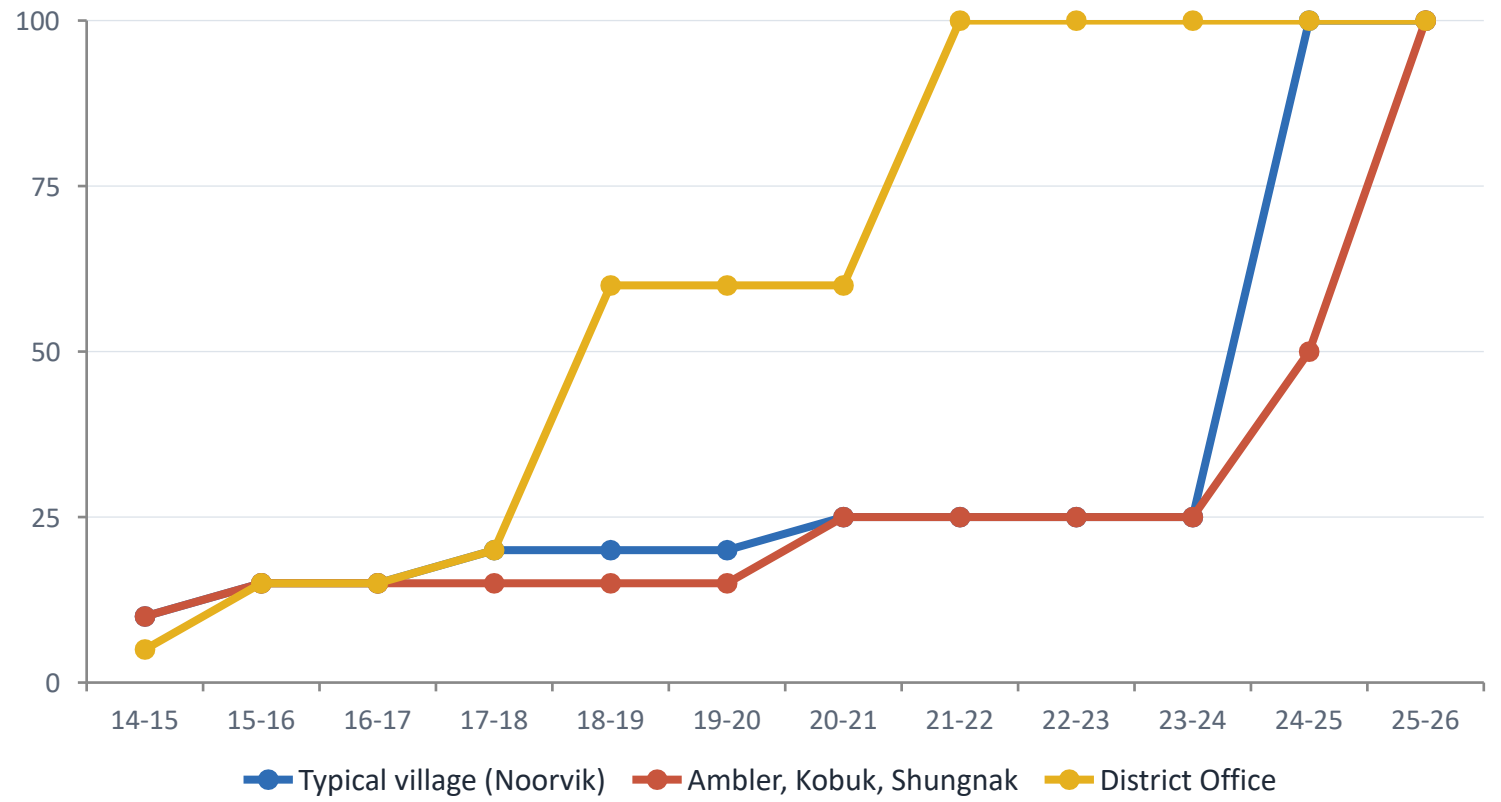


Plus software and infrastructure support

Faster Internet for Every Community

Download speed in Mbps by school year

See every school and site



100 Mbps now reaches every community and the District Office

10 Mbps was the village starting point in 2014 to 2015

40 Mbps upload added in Ambler, Kobuk, and Shungnak

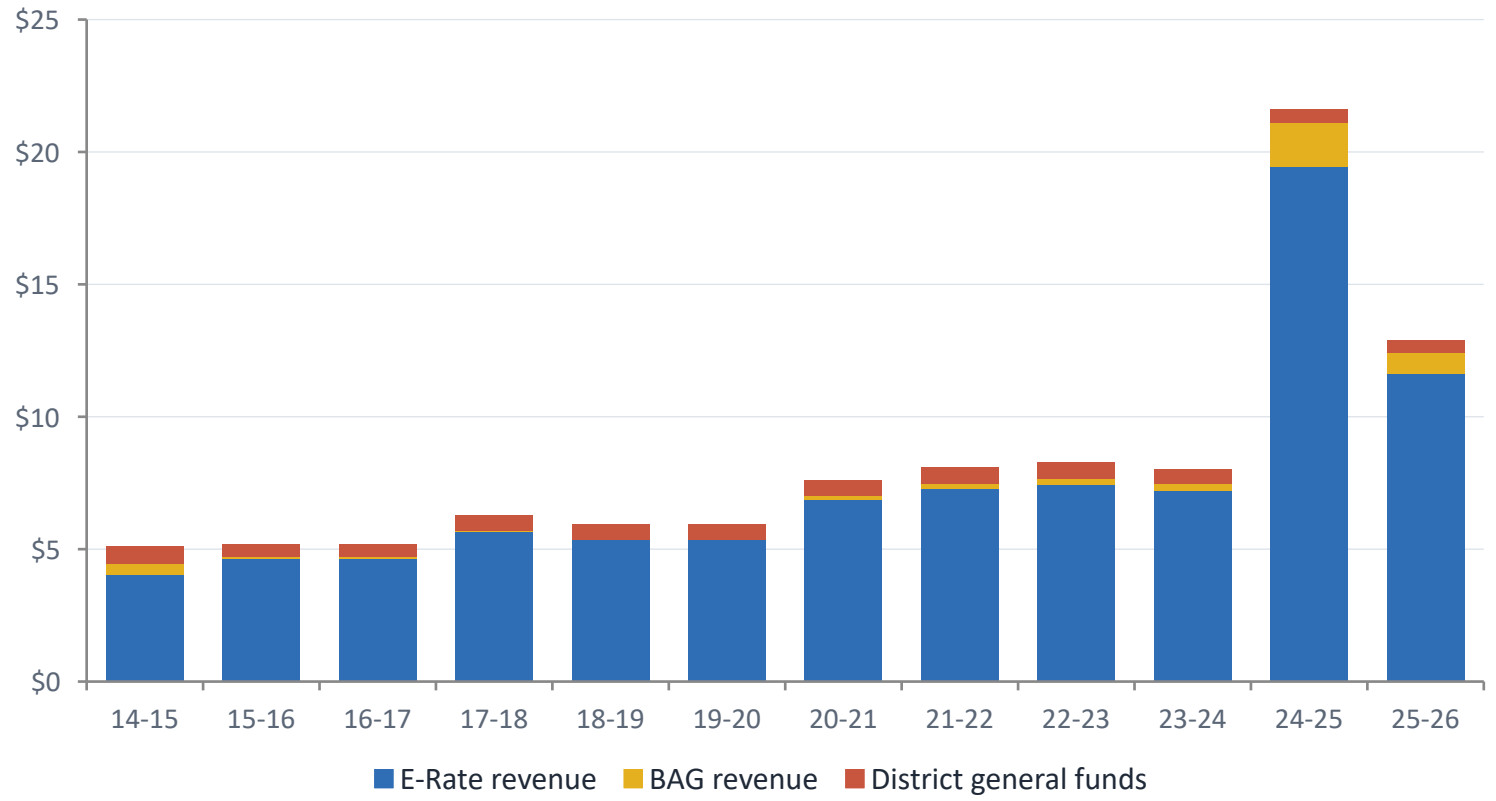
Speeds at Every Site

Mbps shown as download or download/upload. Green means 100 or faster

Location	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Ambler	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	**100/40**
Buckland	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	**100**
Deering	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	**100**
Kiana	7/3 → 10/4	15/5	15/5	15	15	15	25	25	25	25	100	**100**
Kivalina	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	100	**100**
Kobuk	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	**100/40**
Noatak	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	**100**
Noorvik	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	**100**
Selawik	7/3 → 10/4	15/5	15/5	25	25	25	25	25	25	25	100	**100**
Shungnak	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	**100/40**
District Office	5	15/5	15/5	20	60	60	60	100	100	100	100	**100**
KMHS	5 → 10	15/5	15/5	10	10	10	25	25	25	25	100	**100**
JNES	NA	NA	NA	10	10	10	25	25	25	25	100	**100**
ATC	3	15/5	15/5	5	10	10	10	10	25	25	50	**100**
STAR Dorm	NA	NA	NA	NA	5	5	5	5	5	5	5	**5**

Paying for Connectivity

Who paid the bill each school year, in millions of dollars



See exact figures

$12.9M Total cost for 2025 to 2026, down $8.7M from 2024 to 2025

$11.6M E-Rate revenue, 90% of the cost

$821K BAG revenue, 6% of the cost

$469K District general funds, 4% of the cost, down $43K

Funding Detail by Year

Exact amounts from the broadband report

School Year	Total Cost	Total E-Rate Eligible Cost	E-Rate Revenue	BAG Revenue	District General Funds Cost	E-Rate Share
2014-15	$5,099,210.05	$5,099,210.05	$4,034,271.60	$408,014.89	$656,923.56	79.1%
2015-16	$5,166,180.00	$5,166,180.00	$4,649,562.00	$56,846.00	$459,772.00	90.0%
2016-17	$5,163,480.00	$5,163,480.00	$4,647,132.00	$58,130.00	$458,218.00	90.0%
2017-18	$6,303,870.00	$6,303,870.00	$5,673,482.82	$44,024.00	$586,363.18	90.0%
2018-19	$5,930,532.00	$5,930,532.00	$5,337,478.80	NA	$593,053.20	90.0%
2019-20	$5,930,532.00	$5,930,532.00	$5,337,478.80	NA	$593,053.20	90.0%
2020-21	$7,623,192.00	$7,623,192.00	$6,860,872.80	$169,266.80	$593,052.40	90.0%
2021-22	$8,104,272.00	$8,104,272.00	$7,293,844.80	$169,266.00	$641,161.20	90.0%
2022-23	$8,285,448.00	$8,285,448.00	$7,456,903.20	$187,384.00	$641,160.80	90.0%
2023-24	$8,005,800.00	$8,005,800.00	$7,205,220.00	$266,285.33	$534,294.67	90.0%
2024-25	$21,614,383.55	$21,614,383.55	$19,452,945.20	$1,649,523.76	$511,914.59	90.0%
2025-26	**$12,899,400.00**	**$12,899,400.00**	**$11,609,460.00**	**$821,180.40**	**$468,759.60**	**90.0%**
Change from 2024-25 to 2025-26	**($8,714,983.55)**	**($8,714,983.55)**	**($7,843,485.20)**	**($828,343.36)**	**($43,154.99)**	

Device Refresh Plan

Key milestones from 2023 to 2030

5-12 Laptops

2023 6-12 Intel and 5-8 M1 refresh
2024 5-8 and 6-12 fleets merged
Jan 2027 Refresh Intel MBA (450)
Aug 2027 Refresh fleet and cases for 2028

SMARTBoards

2014 Purchased, warranty ended 6/30/20
2024 on Replace 5 each year through 2027

Principal and Office

2023 Secretary and DO iMac refresh
2024 Principal refresh and Pro screen
2027 Plan fleet refresh for 2030

PK-4 iPads

2021 Fleet refreshed
2024 Prepare for and refresh apps
2026 Refresh fleet and apps

Staff iPads

2020 Fleet purchased in August
2026 Refresh PK-4 teacher fleet

Staff Laptops

2021 Fleet refreshed (M1 and Intel)
Aug 2027 Refresh fleet for 2028

Computer Labs

2023 ATC partial update
2025 ATC full update
2027 ATC full update for 2030

Tap the Refresh Network tab to see Wifi, servers, phones, and video.

Network and Systems Refresh Plan

Key milestones from 2023 to 2030

Network

2023 402 rack replaced, OTZ split
2024 to 26 Wifi 6 in every school
2025 Apple caching servers upgraded
2026BKC L3 switch
2026-27 Replace Wi-Fi(Access Points) MR52

Meraki

2023 3 year license renewed
9/29/26 License renewal due

Mitel Phones

2023 Partial phone refresh
2025 Research refresh or migration
2026 -27 Migrate to upgraded system

Video Conferencing

2020 RUS award and install
2024 Update Polycom camera software
2027 Deploy refreshed Teams MPBs

Servers

2023 Refresh SHG, then WLK
2025 Pilot MS-A2 at KVL, ATC, OBU, DRG
2026 ABL, BKC, and WIK
2027 DO server refresh

Windows

2023 Server 2019 upgrade
2027 Server upgrade for 2030

Thank you

Do you have any questions?

Student Services

Providing A Learning Environment That Inspires and Challenges Students and Employees to Excel

Student Services Personnel

Administration

- Perrian Windhausen: Student Services Director
- Dr. Malcolm : Student Services Assistant Director
- Byrd Carter: Student Services Secretary

SIS: Student Information System

- David R.Smith

Special Education

- Angela Eisel: Special Education Compliance Coordinator
- Tracey Hyatt, Rita Gage : Itinerant Special Education

Counselors/Social Worker

Five Counselors

Infant Learning Program (ELF)

- Tracey Schaeffer

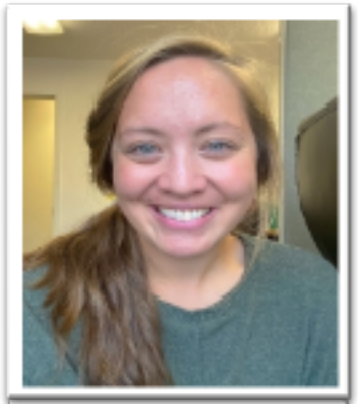
Youth Leader Coordinator

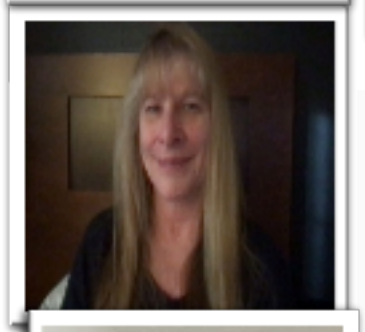
- Cheyenne Ticket-Foote

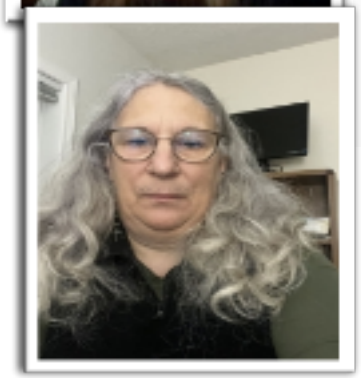
Student Services:
SIS: Student Information System



- Student Information Services (PowerSchool)
- Student Data/Records/Transcripts
- Immunizations & Attendance Records
- Report Card to the Public
- Online Alaska School Information System (OASIS)
  - ✓October Count
  - ✓Summer OASIS
- Supports Grant Reporting
- Supports training & collection for academic progress







Student Services:
Special Education

Special Education teachers at each site.

- Identify children with disabilities impacting their education.
- Funded by Special Education Grant and General Fund that is supported by specialized funding in foundation formula.
- Includes: Special Education Specialists: Physical Therapist, Occupational Therapist, Speech Pathologist, Behavior Specialist, Vision Specialist, School Psychologists, Autism Specialist



Special Education NWABSD

- **Cognitive Impairments = 13**
- **Hearing Impaired = 8**
- **Speech/Language Impairments = 29**
- **Visual Impairments = 3**
- **Emotional Disturbance = 7**
- **Orthopedic Impediments = ~**
- **Other Health Impaired = 30**
- **Specific Learning Disabilities = 107**
- **Deaf-Blindness = ~**
- **Multiple Disabilities = 10**
- **Autism = 8**
- **Traumatic Brain Injury ~**
- **Developmental Delays = 26**

Total = 242

~Less than 5 Children ages 3-21 statewide who fall into the Deaf-Blindness category.

*** Results cannot be published without releasing personally identifiable information.**

School Counselors

- Academics: Scheduling and Advisement
- Career: Post Graduation Pathway
- Social/Emotional:
  - ✓ How to deal with someone you don't like /social skills
  - ✓ Identifying feeling and skills that lead to greater function at school
  - ✓ Counseling



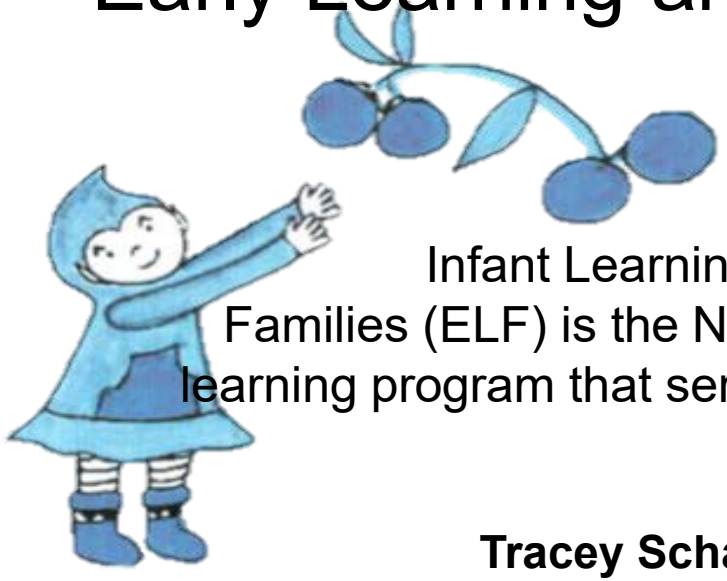
Dr. Ronald Malcolm
Assistant Director of Student Services

Counselors and Intern Counselors:

Janeil Stewart	JNES/Kiana
Stephen Bourke:	Buckland/Deering
Cheyenne Ticket:	Selawik
Shirley Dukes:	District-wide itinerant
Brett Windhausen:	Kivalina/Noatak
Open:	Ambler/Shungnak/Kibuk/KMHS Noorvik

Other Services: Maniilaq Behavioral Health and Compassionate Counseling

Early Learning and Families



Infant Learning Program: Early Learning and Families (ELF) is the Northwest Arctic Region's infant learning program that serves children birth to 3 years old.

Tracey Schaeffer: Coordinator

- Screen and identify children with developmental delays
- Assist families in meeting goals for their children with delays
  - ✓ As determined by state and federal requirements
  - ✓ Funded by Health/Social Services Grant and Medicaid.

Youth Leaders

Cheyenne Ticket-Foote: Coordinator

The Northwest Arctic Borough School District Youth Leaders: Funding provided by Red Dog Mine/Teck Alaska, through June 2028.
There are ~70 Youth Leaders from around the region



Questions?

Alaska Technical Center

To Provide A Learning Environment That Inspires and Challenges Students and Employees to Excel

Alaska Technical Center and STAR Magnet School

ADMINISTRATION
Joe Groves, Director ATC & STAR of the NW Magnet School
John Crab, Assistant Director ATC & STAR of the NW Magnet School

FACULTY AND STAFF
Toni (Chelle) Jones, Registrar
Clay Beck, Career Pathways Specialist
Aletha Duchane, Education Program

ADULT EDUCATION

China Kantner, Instructor

CULINARY ARTS
Chef Alejandro Vargas

CONSTRUCTION TRADES
Ken Phillips

HEALTH OCCUPATIONS
Vacant

CAREER & TECHNICAL EDUCATION/ READISTAR
Marc Tumaneng, Instructor

DORMITORY
Dawn Crabb, Dorm Parent STAR
John Kubbalack, Dorm Attendant ATC
Vacant, Dorm Attendant STAR
Peter Lie, Dorm Attendant STAR



Alaska Technical Center

The *only* post-secondary institute aligned with a public school district within the state of Alaska.

High School

✓ High school juniors and seniors complete college credits and/or industry certifications before graduating.

Adult Education

✓ Adults work towards certifications and college credits that lead to high-paying, in-demand jobs in as little as 10 weeks.

GED Program

✓ The GED program serves the high demands of all 11 villages



The ATC Can Provide:

- Hands on, career ready courses meeting the needs of regional employers
- Dual Credit courses with UA schools, offerings in many areas
- CTE courses:
  - Aligned to regional workforce needs & career pathways within seven nationally recognized career clusters
- Grow Your Own Educator Program tailored to the individual
- Regional Design and Fabrication Lab: 3D Printer, CNC Router, Laser Cutter, Vinyl Cutter







ALASKA TECHNICAL CENTER

843 4th Street • Kotzebue, Alaska 99752 • (907)-442-1500

ATC Full-time Programs

Construction Trades	**Begins Aug 17 and Jan 4**
Culinary Arts	**Begins Aug 17 and Jan 4**
Driver's Education permit/license	**Begins Aug 17 by appointment**

2026-2027 ATC Short Course Schedule

CAT Simulator Certification (Independent Study)	2026-2027	Kotzebue
Hair Cut, Color & Style Class	Sept 28 – Oct 2	Kotzebue
Heavy Equipment Operator	Sept 28 – Oct 9	Kotzebue
Heavy Equipment Operator *Practicum, Testing, Certification*	Oct 12 - 30	Palmer
Toyo Stove Repair	Oct 5 – 9	Kotzebue
6-Pack Coast Guard License (Not Confirmed)	Oct 12 – 23	Kotzebue
Manicuring Class	Oct 26 – 30	Kotzebue
CDL Training	Oct 26 - 30	Kotzebue
CDL *Practicum, Testing, Certification*	Nov 2 – 20	Palmer
Boiler and Furnace Repair	Nov 9 - 13	Kotzebue
Heavy Equipment Mechanic	Nov 30 - Dec 18	Kotzebue
Heavy Equipment Mechanic (cont'd)	Jan 4 - 22	Palmer
Light Duty Mechanics	Feb 22 – 26	Kotzebue
CDL Training	March 8 – 12	Kotzebue
CDL *Practicum, Testing, Certification*	March 15 – April 2	Palmer
Heavy Equipment Operator	April 19 – May 19	Kotzebue
Heavy Equipment *Practicum, Testing, Certification*	May 3 – 21	Palmer
MS Office 365 (Day and Evening Classes)	April 12 – 16	Kotzebue

Rev 8 - 9/22/26

Star of the Northwest Magnet School

A Statewide residential boarding school that offers:

- **LIFE SKILLS**
  Enhances life skills that assist young adults in the transition to post-secondary opportunities
- **CAREER AND TECHNICAL EDUCATION**
  Utilizes career and technical education to provide unique experiences for students to be work ready
- **ENRICHMENT OPPORTUNITIES**
  Career related experiences to prepare the student for the employment opportunities of the region
- **DUAL CREDIT**
  Dual credit opportunities through University of Alaska on the Chukchi campus
- **RESIDENTIAL FACILITY**
  A 44-bed dormitory allowing students to learn life and social skills with students from across the State

Star of the Northwest Magnet School

Business Culinary Arts Education Healthcare Process Technology Construction

2026-2027 SCHEDULE

September 15-25, 2026	ORV/IAN RS1
September 29-Oct 8, 2026	WLK RS1
October 13-24, 2026	KVL/WTK RS1
October 21-24, 2026	NWABSD EXPLORATORY READISTAR
November 3-12, 2026	BKC/DRG RS1
December 1-11	ABL/SHG/OBU RS1
RediSTAR Semester 2	RediSTAR Semester 2
January 18-27, 2027	WLK RS2
February 2-11, 2027	ORV/IAN RS2
February 16-25, 2027	WTK/KVL RS2
March 2-11, 2027	BKC RS2
March 30-April 8, 2027	DRG RS2
April 20-29, 2027	ABL/SHG/OBU RS2

Educational Partnerships

- Northwest Arctic Borough School District
- Star of the Northwest Magnet School
- ReadiSTAR Variable Length Sessions
- Kotzebue High School
- UAF Chukchi College
- Alaska Native Science & Engineering Program
- Alaska Technical Center



Grant Funding FY27

GRANTS	Fund Code	FY27 Funds	TIMELINE	SOURCE	PRIMARY USES	IMPACT
TVEP	222	$ 2,415,400	Annually July 1st-June 30th	State	ATC Staff ATC Short Course Support ATC Semester Course Support	ATC Students
ACA	224	$ 153,626	Annually July 1st-June 30th	State	ATC Staff Support ATC Classes	ATC Students ReadiSTAR
Adult Beacic Education ABE	300	$163,144	Annually July 1st-June 30th	State	GED program Staff and program support	GED program
Maniilaq	371	$ 70,000	Annually Oct 1st – Sept 30th	Maniilaq	Cultural Activities at	Cultural & Native Ed.
Hewlett Foundation	370	$ 400,000	Nov 2025 – Oct 2027	Hewlett Foundation	Renewable Engery Training and support Battery Stroage and Solar Array	NWAB Residents
POY **Preparing Our Youth**		$ 776,654 Total funding through FY27	Yearly Oct 1st to September 30th Year 2 of 5	Demonstration Grant for Indian Children	ReadiSTAR, CTE Increase engagement with Career exploration activities, improve employability skills, and establish clear pathways to professional growth	Grades 6-12
STAR	225	$ 712, 452	Yearly based on previous year student count	State	STAR Program funding	STAR
TOTAL		**$ 4,691,276**				

Small Business Enterprise

KUUPPIAQTUĠVIK @ ATC

- Built By Construction Trades Spring 2023
- Opened August 2023
- Baked Good By Culinary Arts
- Study for Small Business Enterprise
- Employment for students and community





PROGRAMS AT ATC

- CAT Simulator
- Grow Your Own Teacher
- STAR Magnet School
- Adult Dormitory
- GED
- Heavy Equipment & CDL
- Design & Fabrication
- Driver's Testing
- Cosmetology - Hair & Manicure
- Kuupiaqtugvik
- Construction Trades
- Toyo & Boiler Systems
- Certified Nurse's Aide
- Culinary Arts
- ReadiStar
- Renewable Energy/Battery Storage

ATC Advisory Partners Committee

NWABSD
Ambler Metals
Aqqaluk Trust
NANA Construction
NWAB
Maniilaq
NMS
NANA
Teck
NIT
City of Kotzebue









School District Complaint and Grievance Process

Michael Caulfield

Jermain Dunnagan & Owens

Before the Northwest Arctic Borough School Board – October 15, 2026

Two Types of Complaints

- Community Complaints (Board Policy 1312, et al.)
  - “The School Board believes that the quality of the educational program can improve when the district listens to complaints, considers differences of opinion, and resolves disagreements through an established, objective process using the chain of command.”
- Personnel Complaints (Board Policy 4144/4244/4344)
  - “The School Board recognizes the need for providing employees with a process for addressing concerns regarding issues which are not subject to formal grievance procedures.”

Advisory School Councils and Complaints

- Help provide information to community members about their options to address concerns.
  - “The Advisory School Council shall seek to represent the interests of the community and communicate those interests to the School Board and administration.” Board Policy 8200.
  - “Individual Board members do not have authority to resolve complaints. If approached directly with a complaint, however, Board members should listen to the complaint and show their concern by referring the complainant to the Board chair who may in turn refer it to the Superintendent or Designee as deemed appropriate.” Board Policy 1312.
    - Individual ASC members should not personally investigate or attempt to resolve complaints. You should direct the complainant to address the local site administrator to begin the complaint process.

Community Complaints

- Four Types of Community Complaints
  - Complaints Concerning School Personnel
  - Complaints Concerning Instructional Materials
  - Complaints Concerning Discrimination
  - Complaints Concerning ESEA Programs

Complaints Concerning School Personnel (BP/AR 1312.1)

- First step: Complaints concerning school personnel should be made directly by the complainant to the person against whom the complaint is lodged.
- Second step: If the complaint cannot be resolved informally by the persons involved, the complainant may submit the complaint in writing to the school principal or immediate supervisor.
  - If the written complaint concerns the Superintendent or designee, it shall be initially filed with the Board.
  - The principal or immediate supervisor shall investigate and attempt to resolve the complaint to the satisfaction of the person(s) involved.
- Third step: If the complaint remains unresolved after review by the principal or the immediate supervisor, the principal shall refer the written complaint, together with a report and analysis of the situation, to the Superintendent or designee.
  - Complainants should consider and accept the Superintendent or designee's decision as final. However, the complainant, the employee, or the Superintendent or designee may ask to address the School Board regarding the complaint.

Complaints Concerning School Personnel (Board Hearing)

- No party to a complaint should address the Board, either in closed or open session, unless the Board has received the Superintendent or designee's written report concerning the complaint.
- Complaints before the Board concerning an employee that may tend to be prejudicial to the employee's reputation or character shall be addressed in executive session of the Board.
- All parties to a complaint, including the school administration, **may** be asked to attend a Board meeting or part of such meeting for the purpose of presenting all available evidence and allowing every opportunity for explaining and clarifying the issue.
- The decision of the Board following the hearing shall be final.

Complaints Concerning Instructional Materials (BP/AR 1312.2)

- “The Board expects and trusts the Superintendent and staff are well qualified to consider complaints concerning instructional materials. The Superintendent or designee’s decision is the final response from the district administration.”
  - However, if the complainant finds the decision of the Superintendent or designee unsatisfactory, he/she **may** request that the matter be placed on the agenda of a regular Board meeting. The request shall be made in writing and addressed to the President of the Board of Education as well as the Superintendent or designee.

Complaints Concerning Instructional Materials (Process)

- Complaints must be in writing and specific.
- Individual students may be excused from using challenged materials, with alternate materials provided to that student. However, the challenged materials will continue to be used during the review process.
- Upon receipt of complaint, the principal will acknowledge receipt and the Superintendent will determine whether the complaint should be considered on an individual basis or whether a review committee should be convened.
- A review committee may be formed under the direction of the Superintendent or designee. It shall be composed of five or more staff members selected by the Superintendent or designee from relevant administrative and instructional areas.

Complaints Concerning Instructional Materials (Review Committee)

- In deliberating challenged materials, the review committee shall consider the educational philosophy of the district; the professional opinions of other teachers of the subject and of other competent authorities; reviews of the materials by reputable bodies; the teacher's stated objectives in using the materials; and the objections of the complainant.
- The review committee shall determine the extent to which the challenged material supports the curriculum, the educational appropriateness of the material, and its suitability for the age level of the student.
- Within 30 days of being convened, the review committee shall summarize its findings in a written report and submit it to the Superintendent or designee for final action. The Superintendent or designee shall notify the complainant of his/her decision no later than 60 days after the complaint was filed.
- The report of the review committee together with the Superintendent or designee's recommendation **may** be brought to the School Board for consideration and final decision.

Complaints Concerning Discrimination (BP/AR 1312.3)

- “[T]he School Board seeks to ensure that students, regardless of ethnicity, race, religion, disability, gender identity, sexual orientation or socioeconomic background, do not disproportionately experience suspension, expulsion, other disciplinary actions, nor any form of discrimination.”
- Complaints are filed with Assistant Superintendent as the Compliance Officer.
- The Compliance Officer shall hold an investigative meeting within five days of receiving the complaint or attempting to mediate the complaint. This meeting shall provide an opportunity for the complainant and/or his/her representative and the district's representatives to present information relevant to the complaint. Parties to the dispute may discuss the complaint and question each other or each other's witnesses.
- To ensure that all pertinent facts are made available, the compliance officer and the complainant may ask other individuals to attend this meeting and provide additional information.

Complaints Concerning Discrimination (Decision and Appeal)

- Within 30 days of receiving a complaint, the Compliance Officer must provide a written report with findings and corrective action, if applicable.
- Within five days of receiving the district's written decision, the complainant may appeal the Compliance Officer's decision to the School Board. The Board shall consider the matter at its next regular Board meeting or at a special Board meeting convened in order to provide a Board hearing and written district decision within 60 days of the district's initial receipt of the complaint or within an extended time period that has been specified in a written agreement with the complainant.
- Complainant may have additional appeal rights to the Alaska and federal Departments of Education.

Complaints Concerning ESEA Programs (BP/AR 1312.4)

- Within five business days after receiving the complaint, the Superintendent will assign an investigator to conduct an informal review of the complaint. The investigator will be an employee of the district, may not have taken part in the action that is the subject of the complaint, and may not have a personal or financial interest in the subject matter of the complaint.
- Within 60 days the investigator will provide a report to the Superintendent, who then determines whether to take corrective action.
- Complainant has the right to appeal to the DEED.

Personnel Complaints (BP 4144/4244/4344)

- Only used for complaints by District staff.
- A "complaint" shall be defined as an alleged misapplication of the district's policies, regulations, rules or procedures not addressed by an applicable negotiated agreement.
- Informal step: informal complaint resolution.
- First step: If a complaint has not been satisfactorily resolved by informal procedures, the complainant may file a written complaint with the immediate supervisor or principal within 60 days of the act or event which is the subject of the complaint.
- Second step: If a complaint has not been satisfactorily resolved at Step 1, the complainant may file the written complaint with the Superintendent or designee within five working days of receiving the answer at Step 1.
- Third Step: Board appeal.

Personnel Complaints (Board Appeal)

- If a complaint has not been satisfactorily resolved at Step 2, the complainant may file a written appeal to the School Board within five working days of receiving the answer at Step 2.
- An appeal hearing shall be held at the next regularly scheduled Board meeting which falls at least 12 days after the appeal is filed. This hearing shall be held in executive session if the complaint relates to matters properly addressed in executive session.
- The Board shall make its decision within 30 days of the hearing and shall mail its decision to all concerned parties. The Board's decision shall be final.

Questions?

- Michael Caulfield
  - Jermain Dunnagan & Owens
  - 907-563-8844
  - mcaulfield@jdolaw.com