



# Nome Public Schools

## Board of Education Meeting Agenda

February 11, 2025 - 5:30 PM  
Regular Board Meeting, NES Library /Zoom  
1057 E 5th Ave  
Nome, Alaska 99762

PO Box 131  
Nome, AK 99762

*We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.*

### SCHOOL BOARD MEMBERS

Mrs. Darlene Trigg, President  
Ms. Marjorie Tahbone, Vice President/Clerk  
Mr. Jon Gregg, Treasurer  
Mrs. Nancy Mendenhall  
Ms. Sigvanna Tapqaq

## AGENDA

### A. Call to Order

1. Pledge of Allegiance 3
2. Nome Public Schools Mission Statement 4
3. Roll Call
4. Approval of Agenda

### B. Consent Agenda

(Routine matter considered for approval as one motion. Any item can be pulled for separate consideration).

1. Approval of Minutes: Regular Meeting: January 14, 2025 5
2. Approval of Minutes: Special Meeting/Executive Session: January 28, 2025 10
3. Approval of January 2025 Disbursements
4. Approval of January 2025 Gifts, Grants and Bequests
5. Approval of January 2025 Personnel Report 13

### C. Correspondence

### D. Awards and Presentations

1. Introductions of Guests & Visitors
2. Students of the Month

### E. Opportunity for Public Comments on Agenda/Non-agenda Items 17

(3 minutes per speaker, 30 minutes aggregate)

### F. Superintendent Report 18

### G. Information & Reports

1. Student Representative Report 52
2. Principal Reports 55
3. Director Reports 90
4. Business Manager Report 98

### H. Second Public Comment Opportunity 100

(Individuals are limited to three minutes each.)

### I. Action Item

1. Approval of Board Policy Second Read 101
2. Approval of FY26 Teacher Contracts 103
3. Approval of PM/OR Contract for Beltz Roofing Project 106
4. Approval of Certified Negotiated Agreement

### J. Board and Superintendent's Comments & Committee Reports

**K. Upcoming Events:**

- Tuesday, February 25, Work Session, 5:30 pm, NES Library
- Tuesday, March 11, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, March 25, Work Session, 5:30 pm, NES Library
- Thursday, March 27, Special Meeting, 5:30 pm, District Office Conference Room
- Tuesday, April 8, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, April 22, Work Session, 5:30 pm, NES Library

**L. Adjournment**

**BB 9320 Meetings:** "Though great importance is given to the physical presence of School Board members at meetings, the attendance and participation of members by teleconference is authorized whenever physical presence is not practicable."

To join the **Public Zoom** meeting on your computer or smart device, please use the link below:  
<https://us02web.zoom.us/j/85268234271?pwd=aUCZWOC8CQjUaCK08wfQXVwpQ50ggn.1>

Meeting ID: 852 6823 4271

Passcode: 521737

To call into the public Zoom meeting, please call any of the phone numbers below:

+1 669 900 6833

+1 253 215 8782

+1 346 248 7799

+1 929 205 6099

+1 301 715 8592

+1 312 626 6799

# Pledge of Allegiance

Allegiance

(I promise)

Kamaksriġmik akiqsruutmik

(to give)

to the flag

(of our land)

aituġaa illalitaanunapta

United States of America.

(here)

and to

(to) the republic

Ittuaq taavrumuġa nunamun

one

nation

under

God

atausiq nuna ataani Agaiyutim

indivisible

with liberty

avgutaulguituaq pituiqsimaaliq

and justice

for all

atisipluni illuqnaitnun.



## *Our Mission*

We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.

## *Our Vision*

Together, strong in identity, purpose, potential

## *Board and Superintendent Guiding Principles*

- ◆ Works to ensure academic success for all students
- ◆ Works to promote positive community partnerships
- ◆ Provides leadership and support to ensure reading proficiency by 3rd Grade
- ◆ Supports the recruitment and retention of effective staff

## *Board and Superintendent Goals*

- ◆ Provide the resources for the development and adoption of curriculum as per Board Policy (BP 6141).
- ◆ Support the integration of a student's culture in the curriculum within the context of the community through implementation of the Alaska standards for culturally responsive schools.
- ◆ Work to ensure all students feel connected to their peers and the adults in their schools by improving school climate.

BOARD OF EDUCATION MINUTES  
Regular Meeting  
Tuesday, January 14, 2025  
5:33 pm  
NES Library/Zoom

Member Tahbone called the meeting to order at 5:33 pm Tuesday, January 14, 2025 with all board members present.

Member Tahbone led the Pledge of Allegiance in Inupiaq.

Member Tahbone read the Nome Public Schools Mission Statement.

**School Board Members Present:**

Darlene Trigg (via Zoom)	Marjorie Tahbone	Jon Gregg (left at 7:17pm)
Nancy Mendenhall	Sigvanna Tapqaq (via Zoom)	
Student Representative, Lyndsay Johnson		

**Others in attendance included:**

Jamie Burgess	Alisha Papineau	Genevieve Hollins (via Zoom)
Mary Donaldson (via Zoom)	Karen Dixon (via Zoom)	Heidi Secor (via Zoom)
Anna Rose MacArthur (via Zoom)	Jim Shreve	Jennifer Shreve
Anna Lionas	Ben Townsend	Frank Johnson II
Allison Johnson	Alyssa Hahn	Davin Herzner
Elizabeth Korenek-Johnson	Adam Lust	Holly Harlow
Teriscovkya Smith	Nick Settle	Emmett Foster
Crystal Toolie		

**APPROVAL OF AGENDA**

Member Gregg moved to approve the agenda with the changes of moving I. Action Items I.5 and I.6 up to I.1 and I.2. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

**CONSENT AGENDA**

Member Gregg moved to approve the minutes from Regular Meeting: December 10, 2024; the December 2024 disbursements; the December 2024 Gifts, Grants and Bequests; the December 2024 personnel report; and the staff out of state travel requests.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

**CORRESPONDENCE**

Correspondence included was the letter from Superintendent Robbins regarding NBMHS basketball.

**INTRODUCTIONS OF GUESTS AND VISITORS**

Superintendent Burgess presented Member Tahbone with her AASB Boardsmanship award.

**STUDENTS OF THE MONTH**

Students of the month for November/December 2024 were Melody Johnson and Juliet Tobuk.

**PRESENTATION**

Superintendent Burgess presented the FY26 draft budget #1. Discussion followed.

**OPPORTUNITY FOR PUBLIC COMMENT ON AGENDA/NON-AGENDA ITEMS**

Community member, Adam Lust voiced that he'd like to see funding for SPED protected and looked after. He also advocated for a pay increase for both teachers and support staff district wide. Lastly, he recommended relooking at the NANA contract costs.

Parent, Rhonda Sparks echoed Mr. Lust's comments. She welcomed Member Tapqaq to the school board. She acknowledged Mr. Settle, Ms. Pardy and the NES team for helping fill in for a teacher who did not return to work unexpectedly. Mrs. Sparks named off more teachers who wouldn't be returning and how that impacts her children in their classes.

**SUPERINTENDENT REPORT**

Superintendent Burgess reported. The report is attached to the original of these minutes. Discussion followed.

**INFORMATION AND REPORTS**

Student Representative Lyndsay Johnson reported. The report is attached to the original of these minutes.

NES Principal, Nicholas Settle reported. The report is attached to the original of these minutes. Discussion followed.

ACSA Principal, Lisa Leeper reported. The report is attached to the original of these minutes. Discussion followed.

NBMHS Principal, Teriscovkya Smith reported. The report is attached to the original of these minutes. Discussion followed.

Director of SPED, Mary Donaldson reported. The report is attached to the original of these minutes.

Director of Technology, Jim Shreve reported. The report is attached to the original of these minutes.

Director of Federal Programs, Karen Dixon reported. The report is attached to the original of these minutes.

Director of Facilities, Jonathan Duarte reported. The report is attached to the original of these minutes.

CFO, Genevieve Hollins reported. The report is attached to the original of these minutes.

**SECOND PUBLIC COMMENT OPPORTUNITY**

Community member, Anna Rose MacArthur questioned if the school board had any direction on how to effectively advocate for an increase in the BSA on a state level. She also appreciated Superintendent Burgess’s letter in the Nome Nugget saying where to send an email to advocate, but is wondering if there’s other ways.

**ACTION ITEMS**

Member Gregg moved to approve the Nome-Beltz roof replacement construction contract with UIC, LLC. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

Member Trigg moved to approve the proposal from Fremontii, LLC to provide owner representative/project management services for the NBMHS roof replacement project. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: no	Marjorie Tahbone: no	Jon Gregg: no
Nancy Mendenhall: no	Sigvanna Tapqaq: no	
Lyndsay Johnson (Advisory Vote): yes		

Member Gregg moved to table the proposal from Fremontii, LLC to provide owner representative/project management services for the NBMHS roof replacement project until the Special Meeting: January 28, 2025.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

Member Trigg moved to approve the first read of BP 5141.51. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: (excused)
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

Member Trigg moved to approve the first read of BP 1250, BP 4112.10, BP 5131.1, 5131.5, 5131.6, 5141.3, 5141.31, 5141.42, and 6161.2. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: (excused)
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

Member Mendenhall moved to table offering contracts for the FY26 school year to the certified administrators as presented until the Special Meeting: January 28, 2025. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: (excused)
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

Member Mendenhall moved to approve purchase of a replacement van for Nome-Beltz Middle/High Schools, with a cost not to exceed \$75,000 which includes shipping. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: yes	Jon Gregg: (excused)
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	
Lyndsay Johnson (Advisory Vote): yes		

#### **BOARD AND SUPERINTENDENT'S COMMENT & COMMITTEE REPORTS**

Member Tapqaq gave gratitude for the work staff do.

Member Tapqaq said she was also frustrated with the governor's proposal for BSA. She suggested working with other community members to advocate increase to the BSA.

Member Trigg gave examples of how to help the community advocate for an increase to the BSA. Member Trigg hoped there could be a form created for the community to offer testimony to the legislature.

Member Trigg thanked Member Tahbone for running the meeting tonight.

Member Mendenhall suggested to Superintendent Burgess to discuss the issues they are facing with the budget on the radio stations.

Member Tahbone congratulated the Students of the Month.

Member Tahbone attended a Calendar Committee meeting; and there would be another one the next night.

Member Tahbone and Member Mendenhall attended a Board Policy Review Committee meeting.

Superintendent Burgess appreciated hearing the public comments.

Superintendent Burgess helped Member Tapqaq with her onboarding.

Superintendent Burgess said she looked forward to the upcoming board meetings.



BOARD OF EDUCATION MINUTES  
Special Meeting  
Tuesday, January 28, 2025  
5:37 pm  
NES Library

Member Trigg called the meeting to order at 5:37 pm Tuesday, January 28, 2025 with a quorum present.

Member Tapqaq led the Pledge of Allegiance in Iñupiaq.

Member Trigg read the Nome Public Schools Mission Statement.

**School Board Members Present:**

Darlene Trigg	Marjorie Tahbone (excused)	Jon Gregg
Nancy Mendenhall	Sigvanna Tapqaq	

**Others in attendance included:**

Jamie Burgess	Alisha Papineau	Jim Shreve
Jennifer Shreve	Adam Lust	Teriscovkya Smith
Jonathan Duarte	John Mortensen	

**APPROVAL OF AGENDA**

Member Mendenhall moved to approve the agenda with the removal of C. Executive Session of the Board. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: (excused)	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	

**OPPORTUNITY FOR PUBLIC COMMENT ON AGENDA/NON-AGENDA ITEMS**

Community member, Adam Lust hoped there would be a deep dive into the NANA contract. He listed off financial reasons of concern. He suggested looking at things the district could do internally and then look at how to grow revenue locally.

**ACTION ITEMS**

Member Tapqaq moved to approve the travel request for Sarah Liben to attend the NSTA National Conference in Philadelphia, PA. Discussion followed.

The motion carried by a roll call vote with the following results:

Darlene Trigg: yes	Marjorie Tahbone: (excused)	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: yes	

Member Tapqaq moved to approve offering contracts for the FY26 school year to the certified administrators as presented. Discussion followed.







Nome Public Schools  
 Personnel Items for Approval/Ratification  
 February 11, 2025

**Certified/Administrative Personnel**

NEW HIRES	POSITION	LOCATION	EFFECTIVE DATE
<b>CHANGE OF ASGMT</b>			
<b>LEFT EMPLOYMENT</b>			
Akes, Michael	Asst. Principal	Nome-Beltz	6/30/2025
Dreger, Phyllis	SPED Long-Term Sub	Nome Elementary	1/6/25

**Classified Personnel**

NEW HIRES	POSITION	LOCATION	EFFECTIVE DATE
<b>CHANGE OF ASGMT</b>			
<b>LEFT EMPLOYMENT</b>			

**Extra Duty Contracts**

NAME	POSITION	EFFECTIVE DATE

**Non-Staff Coaches**

NAME	POSITION	EFFECTIVE DATE
Miller, Jared	MS Wrestling Coach	1/20/2025

Baker, Klay	NES Youth B-Ball Coordinator	11/1/2024
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**Temporary Personnel**

NAME	POSITION	EFFECTIVE DATE

**Volunteers Approved**

NAME	EFFECTIVE DATE
Collins, Jeff	1/13/2025
Blanchette, Kevin	1/13/2025

**Non-Tenured Status**

Attached are non-tenured contract recommendations from our school principals. The following teachers will receive tenure with Nome Public Schools on the first contract day of FY26:

- Annas, Emily
- Brown, Aaron
- Sanders, Victor
- Simpson, Peggy
- Wharry, Ryan



Elizabeth Korenek-Johnson <ekorenek@nomeschools.org>

**Non-Tenured Memo**

Lisa Leeper <lleeper@nomeschools.org> Thu, Jan 16, 2025 at 11:23 AM  
 To: Elizabeth Korenek-Johnson <ekorenek@nomeschools.org>  
 Cc: Teriscovkya Smith <tsmith@nomeschools.org>, Jamie Burgess <jburgess@nomeschools.org>

Hi Jamie and Liz,

I recommend re-hiring all ACSA teachers, including any that are non-tenured. Do you need anything else from me regarding this issue?

Lisa Leeper, Principal  
 Anvil City Science Academy  
 P. (907) 443-6207  
 PO Box 131 | Nome, AK 99762  
[lleeper@nomeschools.org](mailto:lleeper@nomeschools.org)

On Thu, Jan 16, 2025 at 11:09AM Elizabeth Korenek-Johnson <ekorenek@nomeschools.org> wrote:  
 [Quoted text hidden]

**ACSA Non-Tenured Staff:**

- Annas, Emily
- Lie, Kastyn
- Richards, Keane

# Memo

**To:** Elizabeth Korenek-Johnson, Human Resources

**From:** Nicholas Settle, Principal - Nome Elementary

**cc:** Jamie Burgess, Superintendent

**Date:** 2/5/24

**Re:** Contracts for non-tenured teachers for 25-26SY

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I would like to recommend the following non-tenured teachers for rehire for the 25-26 School Year:

Bolanio, Nigel

Cadayday, Dorin

Cahoy, Reluel

Castel, Margaret

De La Peña, Lyn

~~Dorcas, Anunda~~ Anunda, Dorcas

Foster Emmett

Madonia, Anne

Papalid, Luchie

Sanders, Victor

Simpson, Peggy

Thompson, Tamara

Sincerely,



Nicholas Settle



# Nome-Beltz Middle High School

PO Box 131, Nome Alaska 99762

Phone: 907-443-5201 Fax: 907-443-3626

07 February 2025

To: Elizabeth Korenek-Johnson, HR/ Assistant Superintendent  
From: Teriscovkya Smith, Principal  
CC: Jamie Burgess, Superintendent  
Re: Non-Tenured Teacher Contracts for FY26

I would like to recommend the following non-tenured teachers for rehire for the FY26 school year:

Mary Jane Abangan  
Deborah Badertscher  
Jennifer Berry  
Aaron Brown  
Gina David  
Ruby Gomez  
Lovely Manay  
Erika Rhodes  
Richard Sargent  
Stacey Spencer  
Mary Ulroan  
Ryan Wharry

Thank you,

Teriscovkya Smith

## **Public Comment Statement**

The Board of Education welcomes community member input during meetings about issues on or not on the agenda. The Board is not able to respond directly to you during Public Comment; the Board may decide at the end of the meeting during Board Member Comment to discuss your topic at a work session, regular meeting, or direct the Superintendent to look into a situation further.

The Board may not speak about subjects that are protected by legal confidentiality such as specific student discipline issues or personnel issues that could disparage or slander district employees.

The general guideline is approximately three minutes per speaker; however, additional time is allowable if needed. When you speak to the Board, please state your first and last name for the record.



Nome Public Schools  
Superintendent Report  
Jamie Burgess  
February 11, 2025

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Board/Leadership Areas of Focus for FY2025:

**Family/Community Engagement**

Family/Teacher conferences are scheduled for February 13, 14 and 17. These biennial opportunities are a critical opportunity for our families to interact with our schools. Karen Dixon has reached out to solicit family and community feedback on our district and school needs to help craft our budget and program priorities for federal grants in the 2025-2026 school year.

**Culturally Relevant Curriculum**

No update.

**Value and Grow Staff**

Doug Coulter, NBMHS CTE teacher, attended the CTE conference in Anchorage this past week. NPS sent a group of 8 teachers and administrators to the RTI Conference at the end of January, and we are preparing to send administrators to the National Institute for Excellence in Teaching conference in a few weeks. Participation in these types of professional development opportunities helps revitalize and re-excite staff in their professional capacities. We have some additional opportunities for staff in the coming months as well.

**Funding Update**

We are following closely any reports coming out of Juneau with regards to the negotiations between Governor Dunleavy and members of the legislature with regards to increasing the BSA, as well as HB69, which proposes a \$1000 increase for FY26 (plus an inflationary increase amount), as well as \$404 additionally for the following two years.

**Legislative Update**

I have subscribed for several years to the Alaska Education Update, and have permission to share the regular newsletters with members of the Board and administrative staff members. I will update with regards to BSA legislation and other legislation which would impact our staff and students.

**Raising The Bar for Rural Alaska Educator Grant Report**

I have attached the report from the Alaska Council of School Administrators for Year 1 of the grant. We are in Year 2, and we are continuing our work with Visible Learning. Our focus this year has been Teacher Clarity, which helps teachers hone lesson objectives and ensure that students understand them as well. We will work with our teacher leaders to determine our focus for next year, and we will also be working on ways to sustain the Visible Learning model after the grant ends.

**Portrait of a Graduate/Strategic Plan Update**

I am excited to have us begin our work on the Portrait of a Graduate for Nome Public Schools, which will then support our updated Strategic Plan as well. A rough draft of the process is



Nome Public Schools  
 Superintendent Report  
 Jamie Burgess  
 February 11, 2025

attached – we will be working with a team from AASB on this project, which will take us into the 2025-2026 school year to complete.

NOTES ON DROPOUTS: Of the 20 students noted as “dropouts”, 5 are elementary school age, 3 are in a GED program, and 1 is being homeschooled by their family (not in any district program).

**ENROLLMENT REPORT - 2/8/25**

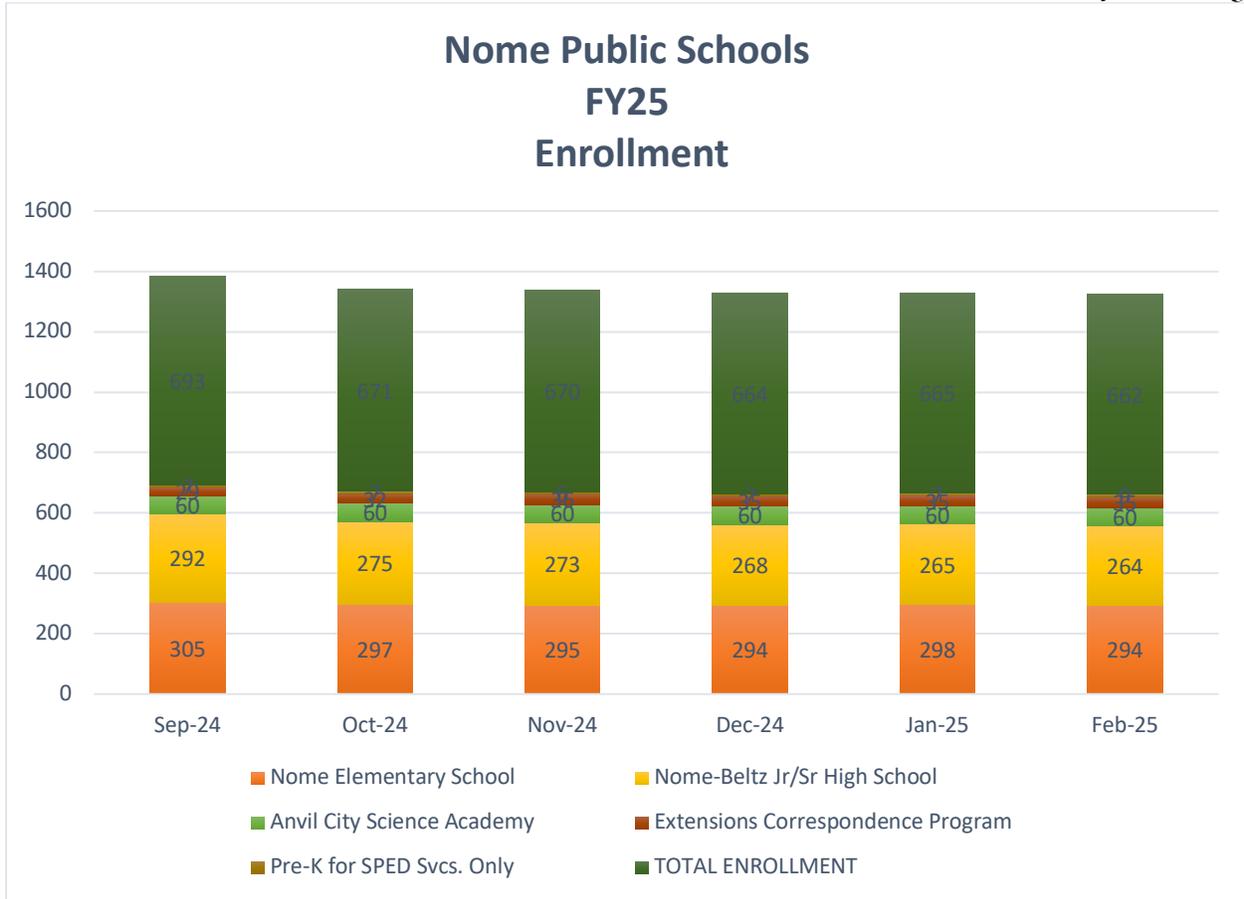
Students Enrolled End of FY24	669
Students Graduated FY24	39
New Kinders Fall 2024	31
New to District	17
Returning Students	20
Total Students Withdrawn	71

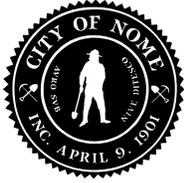
<b>WITHDRAWAL REPORT</b>	
Enrolled at Mt. Edgecumbe High School	0
Moved Out of State	6
Moved within State	44
Dropped Out	20
Early Graduates	1
<b>TOTAL WITHDRAWN</b>	<b>71</b>

<b>CURRENT DISTRICT ENROLLMENT 2/8/25</b>	
Nome Elementary School	294
Nome-Beltz Jr/Sr High School	264
Anvil City Science Academy	60
Extensions Correspondence Program	35
Pre-K for SPED Svcs. Only	9
<b>TOTAL ENROLLMENT</b>	<b>662</b>



Nome Public Schools  
 Superintendent Report  
 Jamie Burgess  
 February 11, 2025





## New Teacher and Public Safety Housing \$8 million Funding Request

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The City of Nome is facing a housing crisis, with a shortage of housing for its general population. The short supply and high costs of construction in rural and remote Alaska communities, such as Nome, makes housing for public sector employees unaffordable, if not unavailable. The lack of professional housing is leading to critical shortages of teachers and police officers. The Nome School District (NSD) and the City of Nome are partnering to construct an 18-unit housing complex for teachers and public safety officers. The housing complex will feature both two- and three-bedroom units, and will be located on City property. One American Disability Act compliant unit will be available on each floor. The 18 plex will be within walking distance of the Nome Elementary School and the Nome Public Safety Building.

Inflation has increased the estimated costs from \$7 million to \$14.9 million. The apartments for rent would be below market rate but would also involve a maintenance fund. The project is envisioned to use grant funds (\$8,000,000) and a (\$6,000,000) revenue bond. Rental revenue will partially cover the bond payments each month. The Denali Commission has provided a \$500,000 design grant and the City of Nome has provided \$400,000 in land for a total project costs of \$14,900,000.00. The housing development is at a 95% design level. The City of Nome requests \$8 million for this project.

Potential employees state the lack of interest to work in Nome is because of the lack of good quality housing for professionals. Both the NSD and the NPD are experiencing similar challenges in attracting experienced personnel to serve as educators and police officers in our off-road community.



# TEACHER AND SCHOOL LEADER INCENTIVE PROGRAM (TSL)

## ANNUAL PERFORMANCE REPORT

OCTOBER 1, 2023 - SEPTEMBER 30, 2024

# RAISING THE BAR FOR RURAL ALASKAN EDUCATORS

Project Year 1 (2023 Cohort)

**Due January 24, 2025**



Dr. John Hattie with district partners at the 2024 RTI/MTSS Conference



## Part 1: ED 524B- Year 1 Executive Summary

OMB No. 1855-0030

TSL Grantees should provide a summary of their grant implementation progress from October 1, 2023 through September 30, 2024. Please read the accompanying submission guidance for detailed instructions.

### Executive Summary

(Please provide a written summary in the space below in response to the focus questions in the submission guidance.)

**The Raising the Bar for Rural Alaskan Educators (RTBAK) Project** concluded its first project year on September 30, 2024. Our first year focused on building foundational knowledge in each of the seven partner districts. This was completed through the adept facilitation of the Alaska Council of School Administrators (ACSA) and the strong collaborations with our two national partners and the following school districts: Alaska Gateway, Bering Strait, Kodiak Island, Kuspuq, Nenana, Nome, and Petersburg. In the second half of the year, our team continued to work on a variety of project elements towards our three project goals **(1) enhance the participating districts' human capital management systems, (2) improve the teacher and principal evaluation and support systems, and (3) increase student achievement in high needs schools.** Our collective purpose remains to serve rural Alaskan educators and students at 52 schools, with 46 schools classified as High Need Alaskan Schools, with 576 teachers, seven superintendents and 43 principals. This section provides an update to the Interim Performance Report Executive Summary and an introduction to the End of Year report.



*Participants at the first Raising the Bar Summer Institute - July 2024*

### End-of-Year Review of Project Activities

From April 1 to the end of our project year, the National Institute for Excellence in Teaching (NIET) and Corwin continued to host workshops for educators in each district. NIET assisted districts in crafting their performance-based compensation systems. Over the summer months, grant participants attended the Corwin Visible Learning Conference in San Diego, California. Then, 34 participants attended our first Summer Institute in Juneau, Alaska (*pictured above*). Over the two-day Institute, district teams were able to participate in workshops. Attendees shared in a survey that, with their Corwin Consultants, they discussed the next steps in their professional development plans, Visible Learning dispositions, initial training and onboarding for educators, and the role of leadership and the ILT team. With their NIET Consultants, district teams discussed upcoming professional development offerings, continued consultancy and collaboration, team building and district evaluation systems, planning and post-training implementation, according to submitted survey results. The institute also allowed district teams to network, sharing challenges and solutions and for our Director, Sam Jordan, to provide grant updates. Our director focused on developing micro-credentials in the last half of our first year. With those efforts, two micro-credential courses on implementing Visible Learning research in classroom instruction were finalized and deployed to district partners in Year 2. These courses intend to reinforce the professional development being provided through the grant, as well as serve as optional incentivized components to district Performance-Based Compensation

System (PBCS) plans. Further details will be provided in the Year 2 Interim Performance Report. Finally, the Project Plan housed in Smartsheet was updated on November 10, 2024, to reflect the status of activities as the project moved into Year 2.

### **Human Capital Management System (HCMS)**

**Any modifications to your LEA-wide HCMS that have occurred during this reporting period:** (NIET) focused on hosting PBCS workshops through April. These provided each district time to learn and define what they wanted to include in their individualized plans. Our project supports districts in designing specialty-crafted PBC systems, with a required student achievement component as one of the criteria. Districts will also be supported in how the roll-out occurs. Teams with finalized plans then presented to school boards in August and September 2024. By the end of the first grant year, three districts had plans implemented, with teachers pursuing their compensation. More details are provided in Part 5 of this report.

Corwin continued to provide each district with Visible Learning professional development training. Consultants were able to travel to districts, experiencing life at each school building and creating connections with educators. Virtual meetings were also hosted. The time spent with our partner consultants and learning about Visible Learning, while separately, provides our partner districts with similar learning experiences, common practices and a shared vocabulary. This is also furthering our goal to involve more teachers in educational leadership. The seven District Coordination Teams (DCT) were asked to meet monthly.

**Describe how educator evaluation information is used to inform the design and delivery of professional development and the award of performance-based compensation:** As reported in the Interim Performance Report, Objective 2.b has been completed and each of the seven districts received full reports. Districts then worked alongside NIET consultants to decide how to proceed. The decisions made in those meetings about each evaluation system now drive all evaluation training and certification for each district's staff and leadership. This project continues to support individualized planning by each district to support their own goals and objectives.

### **Equitable access to effective educators**

**Efforts to ensure that high-need schools are able to attract and retain effective educators:** As part of our purpose to retain educators in districts and their school buildings, our districts have worked tightly with NIET and Corwin on evaluation system reform and performance-based compensation system planning and implementation. The goal is to provide current educators with support, while providing incentives for potential new educators. To provide more access to professional development, specific RTBAK grant-sponsored professional development days have been added to district calendars. All professional development such as ACSA-sponsored webinars and conferences are available to all educators.

### **Challenges**

Our partner districts experience many of the same challenges as districts in the Lower 48. But there are also challenges that are unique to the rural districts in our state. As reported by KTOO Public Media in April 2023, Alaska's per-student funding formula has not changed since 2017. This and rising inflation affected all Alaskan districts, educators and students in multiple ways and each district continues to adapt. The Anchorage Daily News reported on November 2, 2024, that Alaska has imposed a cap and "can effectively deduct roughly \$90 million from what it gives each year to school districts and use that money for other purposes". Over the past year, one district had one village school burn down, while another of their villages closed a school building after another building collapsed and collided into it. Overall, districts in our state continue to have a high teacher turnover rate. Many teachers move from out of state and are met with culture shock when teaching in the small rural villages. These villages also function off the road system, another culture shock for incoming teachers and sometimes a challenge for daily operations, especially with the climate's challenging weather.

One challenge was related to the TSL grant program budget reduction this year. While typically initiated in August during staff in-service days, implementing PBCS plans was postponed due to the Department of Education's revised budget

approvals. District partners hesitated to roll out plans in the event of a PBCS payout revision, which would undermine the PBCS systems they had designed in Year 1. Since the revised budget approval on October 10th, 2024, district partners have been working on PBCS plan revisions and rollouts.

### **Sustainability**

**Progress to date in meeting the expected targets and performance measures:** Part 7 of this report provides all targets and actual progress made in Year 1 for all fifteen objectives. Data for our objectives and GPRA measures were collected through an annual Google Form. Each district submitted one form, allowing our evaluator to calculate district totals and averages. Those results are presented in this report. At this point, we have exceeded six objectives. Five of our superintendents are enrolled and pursuing their Superintendent certification. The first group will graduate from the program in February 2025, with the second graduation expected in February 2026. There was an overall reduction in teacher turnover. Our team submitted the two published micro-credentials to the Alaska Department of Education and Early Development to provide recertification credits to teachers who complete these micro-credentials and have received the department's approval.

**Any plans or considerations around continuing the project in full or integrating project activities, tools, and resources into the LEA's system-wide operations, once federal funding ends:** As we move into our second year, we continue to support capacity improvement tools. Districts are making decisions now on evaluation systems, Professional Learning Communities and Instructional Leadership Teams that will impact current and future teachers and students for years. As educators become better versed in Visible Learning, the more integrated the practices will become across all classrooms and Alaska.

**End-of-Year Budget:** In Year 1, the Raising the Bar Project expended \$1,925,053 with \$1,466,089 spent between April 1, 2024, to September 30, 2024. Our Non-Federal Match is updated quarterly through a process established early in our first grant year. We exceeded our first year Match goal by \$19,593, as detailed in Part 5. In Year 2, we plan to continue collecting in-kind Match through district teacher time in IPRARS-sponsored credit workshops and classes and through in-kind Match provided through consulting services from our national partners, Corwin and NIET. Further details and explanations are available for review later in this report.

### **Conclusion**

Our first year has prioritized planning and foundational professional learning needed to create HCMS and instructional practice reform across the seven districts. This provided the starting point for our current program year. Educators are continuing their learning journeys with our partners, as their district administration continues their own learning through Superintendent Certification and Evaluator Certification. We look forward to sharing further progress, updates and results from Corwin's School Capability Assessment and Mindframes Survey in our Year 2 Interim Performance Report.

## Part 2: ED 524 –Year 1 Budget Summary Charts and Narrative Justification



**U.S. DEPARTMENT OF EDUCATION  
BUDGET INFORMATION  
NON-CONSTRUCTION PROGRAMS**

OMB Control Number: 1894-0008

### SECTION A - BUDGET SUMMARY: FEDERAL FUNDS

Please provide a budget summary for the Federal Funds expended during the performance period (October 1, 2023 through September 30, 2024).

<b>Budget Categories</b>	<b>Year 1 Awarded funds (a)</b>	<b>Total Year 1 Actual Expenditures October 1, 2023 – March 31, 2024 (b)</b>	<b>Total Year 1 Actual Expenditures April 1, 2024 – Sept. 30, 2024 (c)</b>	<b>Total Year 1 Expenditures October 1, 2023 – September 30, 2024 (d)</b>	<b>Year 1 Remaining Funds (e)</b>	<b>Year 1 Amount Carried Over to Year 2 (f)</b>
1. Personnel	\$150,000.00	\$42,710.65	\$43,710.80	\$86,421.45	\$63,578.55	\$0.00
2. Fringe Benefits	\$60,000.00	\$23,265.73	\$24,754.88	\$48,020.61	\$11,979.39	\$0.00
3. Travel	\$161,307.00	\$7,397.94	\$164,432.28	\$171,830.22	-\$10,523.22	\$0.00 <sub>26</sub>
4. Equipment	-	-	-	-	-	-
5. Supplies	\$3,000.00	\$397.29	\$1,201.97	\$1,599.26	\$1,400.74	\$0.00
6. Contractual	\$185,000.00	\$87,036.21	\$121,364.58	\$208,400.79	-\$23,400.79	\$0.00
7. Performance-Based Compensation	\$0.00	\$0.00	\$0.00	\$0.00	-	\$0.00
8. Other	\$1,431,270.00	\$274,697.11	\$1,064,178.11	\$1,338,875.22	\$92,394.78	\$0.00
9. Total Direct Costs (lines 1-8)	<b>\$1,990,577.00</b>	<b>\$435,504.93</b>	<b>\$1,419,642.62</b>	<b>\$1,855,147.55</b>	<b>\$135,429.45</b>	<b>\$0.00</b>
10. Indirect Costs*	\$89,210.00	\$23,459.04	\$46,446.61	\$69,905.65	\$19,304.35	\$0.00
11. Total Costs (lines 9-11)	<b>\$2,079,787.00</b>	<b>\$458,963.97</b>	<b>\$1,466,089.23</b>	<b>\$1,925,053.20</b>	<b>\$154,733.80</b>	<b>\$0.00</b>

**SECTION B - BUDGET SUMMARY: NON-FEDERAL FUNDS**

Please provide a budget summary for the Non-Federal Funds expended during the full performance period (Oct. 1, 2023 through Sept. 30, 2024).

<b>Budget Categories</b>	<b>Matching Funds Committed (Oct. 1, 2023 – Sept. 30, 2024) (a)</b>	<b>Actual Matching Expenditures (Oct. 1, 2023 – March 31, 2024) (b)</b>	<b>Actual Matching Expenditures (April 1, 2024 – Sept. 30, 2024) (c)</b>	<b>Expenditure Difference (Subtract columns (b) and (c) from (a) (d)</b>		
1. Personnel	\$773,280	\$404,042.05	\$342,486.88	\$26,751.07		
2. Fringe Benefits						
3. Travel						
4. Equipment						
5. Supplies						
6. Contractual						
7. Performance-Based Compensation						
8. Other	\$359,750	\$98,244.11	\$307,849.89	-\$46,344		
9. Total Direct Costs (Lines 1-8)	\$1,133,030	\$502,286.16	\$650,336.77	-\$19,592.93		
10. Indirect Costs						
11. Total Costs (Lines 9-11)	\$1,133,030	\$502,286.16	\$650,336.77	-\$19,592.93		

## Part 2b: Budget Narrative Description and Justification (ED 524B)

Provide a **description and justification** for all actual budget expenditures during the full performance period (Oct 1, 2023 – Sept 30, 2024).

### Federal Budget Narrative

#### Personnel

##### **Budget Changes or Deviations**

There are no changes to this budget line.

##### **Actual (April 1, 2024 – September 30, 2024):**

Personnel funds in the amount of \$43,710 were expended between April 2024 and September 2024, to support Project Director Sam Jordan, Project Coordinator, and administrative support to complete their assigned project job duties, including managing project resources, being the project liaison with USED TSL staff, submitting federally required reports, leading all partner communications, arranging meetings and webinars, keeping records, processing all invoicing, and coordinating all virtual training activities. Throughout this first year, \$86,421 was expended.

##### **Actual Carryover**

Per prior discussions and our updated Year 2 budget submission, we will not be requesting any carryover funds from this first year.

#### Fringe Benefits

##### **Budget Changes or Deviations**

There are no changes to this budget line.

##### **Actual (April 1, 2024 – September 30, 2024):**

Fringe benefit funds in the amount of \$24,754 were expended between April 2024 and September 2024, to support Project Director Sam Jordan, the Project Coordinator, and project administrative support in grant management, partner communication, record keeping, report submission, invoice processing and virtual training coordination. In total, \$48,020 were expended in this first year.

##### **Actual Carryover**

Per prior discussions and our updated Year 2 budget submission, we will not be requesting any carryover funds from this first year.

## Travel

### Budget Changes or Deviations

There are no changes to this budget line.

### Actual (April 1, 2024 – September 30, 2024):

Travel funds in the amount of \$164,432 were expended between April 2024 and September 2024. These funds supported project team meetings and conference travel for school district Superintendents, Project Management Team members, the District Coordinating Team members, and our Project Director. This included:

- 2024 Alaska RTI/MTSS Effective Instruction Conference participation
- NIET 2024 National Conference participation in Dallas, Texas
- 2024 Corwin Visible Learning Conference in San Diego, California

In all, \$171,830 travel funds were expended throughout this project's first year.

### Actual Carryover

Per prior discussions and our updated Year 2 budget submission, we will not be requesting any carryover funds from this first year.

## Equipment

Our grant budget did not include funding for equipment purchases.

## Supplies

### Budget Changes or Deviations

There are no changes to this budget line.

### Actual (April 1, 2024 – September 30, 2024):

Supply funds in the amount of \$1,201 were expended between April 2024 and September 2024, to support remote project work through the purchase of office and printing supplies and presentation materials. In total, \$1,599 supply funds were expended in our first year.

### Actual Carryover

Per prior discussions and our updated Year 2 budget submission, we will not be requesting any carryover funds from this first year.

## Contractual

### Budget Changes or Deviations

There are no changes to this budget line.

### Actual (April 1, 2024 – September 30, 2024):

Contractual funds in the amount of \$121,364 were expended between April 2024 and September 2024 to support program evaluation activities, matching funds collection and reporting and meeting space for the winter and summer 2024 program meetings. From the beginning of our first year in October 2023, \$208,400 funds were expended for contractual agreements.

**Actual Carryover**

Per prior discussions and our updated Year 2 budget submission, we will not be requesting any carryover funds from this first year.

**Performance-Based Compensation**

**Actual (April 1, 2024 – September 30, 2024):**

Our budget does not have an allocation for performance-based compensation in the 2023-24 grant year.

**Other**

**Budget Changes or Deviations**

There are no changes to this budget line.

**Actual (April 1, 2024 – September 30, 2024):**

Total Funds in the 'Other' category in the amount of \$1,064,178 were expended between April 2024 and September 2024. Included in this budget line are each district's subaward funds, educator credit class costs for professional development, professional development contracts for Corwin and the National Institute for Excellence in Education (NIET). These expenditures allow for districts to support their staff in a variety of ways and fund the important work of our national partners. Expenditures for professional development Educator Credit Classes were also approved in the grant application for \$56,000. This support includes webinar and micro-credential development and facilitation and funds available per credit. For our first year from October 2023 to September 2024, \$1,338,875 were expended.

**Actual Carryover**

Per prior discussions and our updated Year 2 budget submission, we will not be requesting any carryover funds from this first year.

## Part 2b: Budget Narrative Description and Justification (ED 524B)

Provide a **description and justification** for all actual and anticipated budget expenditures during the current performance period (Oct 1, 2023 – Sept 30, 2024)

### Non-federal Budget Narrative

#### Personnel

In this first project year, our team created successful systems to track and record our non-federal funds. In-kind match documents have been created to capture in-kind match of time of participating district educators and contracted partners to carry out the activities of the grant, as described in our approved grant application. A tracker has also been configured to record our progress as it relates to our yearly in-kind match goal and to track the non-federal funds cumulatively over the life of the grant.

Our Year One Federal Budget was \$2,079,787. The actual non-federal contributions for our project from October 1, 2023 to September 30, 2024 equaled \$1,152,622.93; accounting for 102% of our promised match. A detailed summary by category is provided below.

#### **Budget Changes or Deviations**

There are no changes or deviations from our approved grant In-kind Match Budget Summary in Year One. Updates for the Year 2 Budget will be reported in the upcoming Year 2 Interim Performance Report.

#### **Actual (April 1, 2024 – September 30, 2024):**

Our Actual non-federal budget for this federal category at the end of Year One is \$746,528.93. Non-federal funds are calculated based on time spent by participating district teachers outside the school day for credit workshops and professional development offered by this project. As noted in our grant application, the calculated non-federal budget summary was based on 40 participating teachers, taking 6 credits a year. For a three-credit course, 45 hours in class plus an expected 90 hours of work outside the class time (135 hours total). This was also calculated by the average teacher salary of \$71.60 per hour (based on BSSD Negotiated Teacher's Agreement, BA+18, Step 8, \$536.97 per day/7.5 hour workday).

#### Other

#### **Budget Changes or Deviations**

There are no changes or deviations from our approved grant In-kind Match Budget Summary. Updates for the Year 2 Budget will be reported in the upcoming Year 2 Interim Performance Report.

#### **Actual (April 1, 2024 – September 30, 2024):**

Our Actual non-federal budget total at the end of Year One was \$406,094. Non-federal funds are calculated based on personnel time consulting services from our partners, National Institute for Excellence in Teaching (NIET) and Corwin Publishing, Inc. NIET's support is provided by the West Team's Director and Partnership Coordinator. Corwin's in-kind match includes consulting services with Visible Learning and Visible LearningPLUS certified consultants at a partnership rate over the three-year grant period. This includes a combination of onsite and remote workshops conducted on an ongoing basis over the project term at a discounted rate.

### Part 3: Additional Information

Please use this space to provide any additional information about the status of your project. If applicable, please provide a list of current partners on your grant and indicate if any partners changed during the reporting period.

#### Additional Information

At the program's request, our team worked together to revise our Year 2 budget in response to the budget reduction. We have decided our program will not be carrying forward any Year 1 funds into Year 2. Our grant had a \$137,500 reduction for Year 1. Approval for our adjusted Year 2 budget has been received.

There are no updates or changes to key personnel to report.

#### Current Partners

List your current partners on your grant in the space below.

There are no updates or changes within our grant partnerships to report.

Our current partners are:

- Alaska Council of School Administrators (ACSA)
- Corwin Press
- National Institute for Excellence in Teaching (NIET)
- The School Superintendents Association (AASA)
- Alaska Gateway School District
- Bering Strait School District
- Kodiak Island School District
- Kuspuk School District
- Nenana City School District
- Nome School District
- Petersburg School District
- RGI Research Corporation





















**Association of Alaska School Boards  
Nome Public Schools Portrait of a Graduate  
Proposal/Scope of Work**

**Phases 1-4 of the Portrait of a Graduate**

<b>Phase</b>	<b>Description</b>	<b>Deliverables</b>	<b>Who</b>	<b>Time Frame</b>
1	Structures & Scope	<ul style="list-style-type: none"> <li>• MOA</li> <li>• Teams IDed</li> <li>• Info collection plan</li> <li>• Project schedule</li> </ul>	Superintendent * School leadership, *School board, *Family Advisory Committee	Jan - Feb 2025
2	Essential Questions & Audience	<ul style="list-style-type: none"> <li>• Finalize survey</li> <li>• Community meeting plan</li> <li>• Data collected &amp; formatted</li> </ul>	* Steering Committee (SC) - (Board members, Family Advisory Committee)	Feb - March 2025
3	Gather & Co-create	<ul style="list-style-type: none"> <li>• Distribute survey</li> <li>• Refine agenda</li> <li>• Host conversations</li> <li>• Harvest (report)</li> </ul>	*SC, Families, Students, Staff, School Board, & Community	March - May 2025
4	Final Portrait and Key Competencies	<ul style="list-style-type: none"> <li>• Follow-up meetings to refine</li> <li>• Portrait for review</li> <li>• Hand off to to Board &amp; Bridging team</li> </ul>	SC & small teams	June - Sept 2025



**Phase 5-7** The strategic planning process would follow AASB’s standard strategic planning and action planning steps. The NPS Portrait of a Graduate would be used as one of the primary documents for input prior to setting goals and outcomes. It would also be used for any action planning.

- Phase 5: Strategic and Action Planning (Fall 2025 - January 2026)  
Family Playbook - Family Bridging Competencies
- Phase 6: Measurement, Data, and Tracking (February-March 2026)
- Phase 7: Strategic Plan and Final Document Development

<p style="text-align: center;"><b>Scope of Work: Detailed Timeline and Activity Description</b> <b>Phases 1-7</b></p>
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**Phase 1: Establishing the Structure and Readjusting the Scope**

*Purpose:* To develop consensus on the final products and develop a shared vision or the horizon we are working towards. (January-February)

Activity 1: Develop on MOA addendum

Activity 2: Preparation Meetings with Super, Leadership Team, School Board, Family Advisory Group.\* Determine what needs to be in the final product.

Activity 3: Identify teams, including family advisory committee and stakeholders for each phase of this project.

Activity 4: Preparation for Feedback Gathering (gather input from a few stakeholders on information collection strategies and finalize)

*Estimated Hours: 8-12 hours (depending on Family Advisory Group support)*

\* required for AFEC use

**Phase 2: Develop Essential Questions to Answer and Determine Setting and Audience**



*Purpose:* To understand the information we will collect, to identify the correct tools for collection, and the best framing for these data collection activities and conversations. (February- March)

**Activity 1:** Develop Questions and Develop Surveys and Social Media Input (Examples)

- What do students need to be prepared for life after high school?
- What traits, skills, and mindsets do students need to be successful, regardless of their career or life path?
- How can NPS, families, and partners work together to ensure each student leaves with the skills and experiences they need to be prepared?
- What are some key practices that our students, families, schools and communities will need to have in place to ensure we have supported and prepared graduates
- What elements of the current system could be improved or changed to help develop these skills and attributes in all students?

*Estimated Hours: 3 hours for development, review, and compiling results visually for in-person conversations.*

**Activity 2:** Develop agenda and flow for the in-person meeting and virtual input sessions.

- Grounding in the Values and Portrait Model
- Review of Data and Stories
- Reflection and Input Session Example Questions for Surveys, Polls, or In-Person
  - \* How are we currently preparing graduates? What is the horizon we are working towards?
  - \* What did survey respondents say that students need to be prepared for life after high school? What themes do you see? What else is missing?
  - \* How can NPS, families, and partners work together to ensure each student leaves with the skills and experiences they need to be prepared? What will they need to continue



doing and what new practices or approaches will be needed?

\* What are some key practices that our students, families, schools and communities will need to have in place to ensure we have supported and prepared graduates

\* What are some of the I can statement you would want to see?

- Review flow and agenda with key planning team in Nome

*Estimated Hours: 8 hours to compile stories and data (2 staff)*

Activity 3: Develop questions for staff, families and students about specific skills, competencies. Preparation for staff conversations.

*Estimated: 4 hours*

### **Phase 3: Gather and Co-create**

*Purpose:* This phase is designed to gather input from the community, families, students, staff, and other stakeholders. This will be the primary input for the Portrait and key student and family skills.

Activity 1: Use the questions to promote and distribute a survey. Compile results for review of key stakeholders (**March**)

*Estimated: 2 hours*

Activity 2: Use the designed agenda to consolidate and provide more detailed clarification (**March- April**)

*Estimated: 2.5 days*

Optional Activity 3: Youth art and leadership project - portrait of a graduate from students using art or activities. This could also be completed in advance of the community meetings so stakeholders can see students points of view when providing input.



*Estimated: 1 - 4 days depending on scope and facilitation needs*

Activity 4: Provide a report synthesizing the themes that come out of the input sessions to do another round of clarification. Setting the near horizon approaches needed. **(April- May)**

*Estimated: 1.5 days*

Activity 5: Host additional input session on specific areas with key staff and key stakeholders for the narrow focus areas **(May or August)**

*Estimated: 2.5 days*

*Example:*

Post-secondary Skills and Competencies (7)

This could include:

- I Can statement or Bridging Competencies (staff and key partner)
- Family Graduate Support Competencies
- Family Bridging Plan with Key District and School/Site Strategies (this would be school-based planning)\*\*\*\*

\*\*\*This will be required for AFEC funding use

#### **Phase 4: Final Portrait:**

*Purpose:* This is to develop consensus on the elements in the final portrait document.

Activity 1: Develop an example Table of Contents (content would be slightly altered based on board planning and input)

*Example:*

1. Overview of a Nome Public School Graduate
2. Demographics and Schools with NPS
3. Graphic and description of 3-7 key areas of Graduate
4. Key Values of NPS that will help each graduate achieve



5. Key learning and instructional strategies that will inform all student experiences.
6. "I can" students' statements - core competencies & family playbook **(September 2025)**
7. School commitments and milestones to support the graduate **(this may be a part of the strategic plan and added later).**

*Estimated: 4.5 days without a strategic plan*

## **YEAR 2 (2025-26 school year)**

### **Phase 5: Strategic Plan**

*Purpose:* To build on and develop strategic priorities based on the NPS Graduate Document and gets input on what the school district can do to support this to form 3-5-year plan)

Activity 1: School Board and Family Advisory Board Preparation (AASB virtual facilitation) **(September-October)**

*Estimated: 2 hours*

Activity 2: Community Input and Plan Development (approximately 40 people) (AASB facilitated in-person) **(November - December 2025)**. This will identify key goals or priority areas for NPS Board and District.

*Estimated: 2.5 days*

Activity 3: District and site-based alignment and action planning including:

- Objectives
- approaches or strategies
- identifying key structures or approaches to keep or change

(virtual introduction, self-directed activity, and AASB in-person) **(January - March 2026)**



*Estimated: 2.5 days, fewer days if it is only with the leadership team and not site-based.*

### **Phase 6: Measurement, Data, and Tracking traits of a graduate**

*Purpose: Develop key measurables and a dashboard for measuring progress on the NPS Portrait and Strategic Plan Goals.*

*(February-April 2026)*

Activity 1: AASB evaluation team will compile measure options and share with the NPS Board and family council.

Activity 2: Provide an example dashboard or snapshot report

*Estimated: 2-3 Days*

### **Phase 7: Draft Plan Review (March-April 2026) and Final Plan**

*Purpose: To develop a draft and final Portrait of a Graduate and NPS Strategic Plan. These documents should be able to be combined and to stand alone. (May 2026)*

Activity 1: AASB sends out plan for feedback

Activity 2: AASB has conversations with the Board and Key District staff to determine final edits.

Activity 3: Finalizing site-based action steps

*Estimated: 2.5 days (This could be shortened if the concrete site-based action steps are not completed by AASB, but our experience is that it is often successful to include this in the process).*

Activity 4: Provide combined and separate documents for a portrait and the NPS strategic plan. This is the final deliverable.

The final plan will be approximately 15 pages with a two-page visual pull out that can be used for press releases and slide shows on the NPS Portrait of A



Graduate core characteristics or themes. Additional content will require additional staff inputs and time allocation.

### **Optional add ons:**

Other options can include (additional time commitment will be included):

- Podcast or radio segment coverage
- Video of students, board, and stakeholders on process and vision
- Press release and social media posts
- Additional graphic support for poster development

### ***Cost Estimates without Optional Add Ons:***

*Estimated Days/Hours: 243 hours: 30 days*

*Costs: \$36,000*

*Fee from NPS: \$5,000 2025 (deposit)*

*AASB Costs Covered Year 2025 and 2026:*

- *\$19,500- Staff time*
- *\$10,000+ Travel*

*NPS Coverage \$2,500 Year 2026 (upon completion)*

Add ons agreed on in the scope of work may cost an additional amount

### **Key Questions for NPS::**

- 1) Did we outline the correct activities for each phase? Is there anything that we would want to remove?
- 2) Is this a realistic timeline?
- 3) Any thoughts on the AFEC/ AASB and NPS coverage?
- 5) Are there other comments?



Activities Scope	
Timeline	
Costs	
Other	

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## Stakeholder Engagement

This includes input and guidance from the following stakeholders

- \*\* School Board Preparation and Visioning
- \*\* Student input
- \*\* School Staff Input
- \*\* Family Advisory Board
- \*\* Other Family Input
- \*\* Tribal Government and Entity Leadership
- \*\* Community Partner Leadership Input

### **Examples from Other Districts:**

(This can be for us or to pull out some key examples for the planning phase)

#### **Anchorage School District (in-state example)**

[https://docs.google.com/viewerng/viewer?url=https://www.asdk12.org//cms/lib/AK02207157/Centricity/Domain/6220/20240912\\_Portrait-of-a-Graduate.pdf](https://docs.google.com/viewerng/viewer?url=https://www.asdk12.org//cms/lib/AK02207157/Centricity/Domain/6220/20240912_Portrait-of-a-Graduate.pdf)

#### **New Orleans (includes I can statement and family check and connect components)**

<https://heyzine.com/flip-book/80fc48aff2.html>

#### **Saline Schools, Michigan (includes 4cs, school environment, pedagogy and competencies)**

<https://www.salineschools.org/about-us/sas-compass/>



**Kettle Moraine School District, Wisconsin**

[https://s3.amazonaws.com/nglc/resource-files/VLE\\_POG\\_KMSD.pdf](https://s3.amazonaws.com/nglc/resource-files/VLE_POG_KMSD.pdf)

**Da Vinci Schools, California**

[https://s3.amazonaws.com/nglc/resource-files/VLE\\_POG\\_DV.pdf](https://s3.amazonaws.com/nglc/resource-files/VLE_POG_DV.pdf)

**Vermont**

<https://education.vermont.gov/sites/aoe/files/documents/edu-vermont-portrait-of-a-graduate-1.pdf>

**Springfield, Massachusetts One Pager**

[https://cdnsm5-ss18.sharpschool.com/UserFiles/Servers/Server\\_494605/File/SPS%20Portrait%20of%20a%20Graduate%20FINAL.pdf](https://cdnsm5-ss18.sharpschool.com/UserFiles/Servers/Server_494605/File/SPS%20Portrait%20of%20a%20Graduate%20FINAL.pdf)

**& Podcast**

[https://drive.google.com/file/d/1zxXa3dzMnUC\\_DF5QSQVggldYeW4cXPZw/view](https://drive.google.com/file/d/1zxXa3dzMnUC_DF5QSQVggldYeW4cXPZw/view)

**Rehoboth Strategic Plan- Linked to Portrait**

<https://docs.google.com/document/d/1aT10cHvGCTraCvU14EJlye7uCn2Azr5B37M1cphGdWA/edit?tab=t.0>

## Student Representative summative report for the month of January

The school was very busy during January, with lots of activities and events happening. Part way into January, after Christmas break, was the end of Semester 1. We then had Winterim, which a lot of students enjoy. There were many class options to choose from (listed below), which were taught by teachers and many members of the community as well.

- Heavy Equipment Operation
- Small Engine Repair
- Culinary Arts
- Welding
- Emergency Trauma Technician
- Card Game Strategy - Poker
- Open Art
- Filipino Culture & Language
- Diamond Art
- Nome Kennel Club Activities
- Dimensions of Wellness
- Shakespearean Storytelling
- Videography
- Ornaments, Puzzles & Cultural Arts

The basketball teams had a lot of games during the month of January. We hosted the Subway Showdown (along with a dance to fundraise money for the Senior trip to D.C., the theme was Country, “Showdown Hoedown”) January 9th to the 11th. The teams here for the tournament were Su Valley, Kotzebue, Lumen Christi, and Unalakleet. The weather was a bit stormy during the tournament but luckily it did not get in the way of any of the activities. The Nanook boys placed first and the Lady Nanooks placed third. The dance had a turnout of about 100 Nome students and 30 visiting players, and made about \$1200.

The 16th through the 18th our girls’ team went to Unalakleet for the Unalakleet tournament and the boys went to Anchorage (accompanied by the Nome Cheerleaders) for the South Tourney. Girls’ Basketball went to Unalakleet again Jan 24 - 25th and we had the

Unalakleet boys team come to Nome to play against our Boys. The last tournament in January was in Kotzebue, the Husky Shoot out, Jan 30 - Feb 2. So far, the boys are undefeated.

Skiing had their first practice January 13th. They have about 20 kids, separated into the Nomies and the Homies (Nomies for students who want to compete and Homies for students there just for fun).

The Student Council is super thankful to Jamie Burgess and Darlene Trigg for showing up to some of our council meetings. We would love to see more of the school board members at schools to let us know what they're doing, and to be more involved in student council meetings. We are all still working on things we started at the beginning of the year, with an exciting new update from Jamie for our bathroom committee. We are very appreciative to have the urinal stall/divider installation in the boy's restroom coming soon and very grateful to NSHC for donating free menstrual products to be provided in the girls' restrooms.

Education Rising has put together their competition projects and presented them, here is an attachment from Ms. Finney (the Ed Rising teacher), it includes the student competing, the competition it was, and what time they competed:

**Monday, February 3rd**

Competition	Student(s)	Arrival Time	Competition Time
Public Service Announcement	Lane Schuerch Granite Peacock Levi Pederson Cohen Booth	9:20	9:40-10:00
Job Shadow: Non-Core Subjects	Marilyn Noyakuk	10:20	10:30-10:50
Job Interview	Angela Omedelina	12:10	12:20-12:40
Job Interview	Jul Sinnok	12:30	12:40-1:00
Lesson Planning: Arts	Renee Brown	2:00	2:10-2:30
Children's Lit K-3	Chantal Blanchette and Sophia Duarte	2:20	2:30-2:50
Children's Lit K-3	Kailey Hensley and Sherilyn Anderson	2:40	2:50-3:10

**Tuesday, February 4th**

Competition	Student(s)	Arrival Time	Competition Time
Public Speaking	Avery Erlich-Piscoya	10:40	10:50-11:10
Creative Lecture	Hattie Nattanguk	11:00	11:10-11:30
Public Speaking	Dade Ellanna	11:00	11:10-11:30
Public Speaking	Sara James	11:20	11:30-11:50



# Nome Elementary School Principal Board Report

January 2024

## Monthly Building Events

- DIBELS Middle of Year Benchmark testing completed.
  - Preliminary analysis shows growth across grades Kindergarten, 1st, 4th, and 5th (see attachments).
    - 2nd grade showed minimal growth. However, given their size and interruption in instruction due to a loss of a teacher, this is not unexpected. In fact, that they did not show regression speaks volumes to their effort and hard work.
    - 3rd grade had an increase in “Well Below” however, this was accompanied with an increase in “at Benchmark” Their growth is not as straightforward as the rest of the school.
- Corwin Institute Site Visit
  - School-wide tour given to Corwin Representatives, including Dr. John Hattie and Dr. Janet Clinton.
- MTSS Conference
  - Six teachers and one administrator attended Alaska’s 2025 MTSS conference.
  - NES mentioned by keynote speaker (Dr. Hattie) as an exemplary school
- High Tables: Mr. McRae (3rd), Mrs. Cadayday (2nd), and Mrs. Fabignon-Cross (2nd)
- Spelling Bee occurred on Jan 28th
- Welcomed new staff:
  - Raegann Myrick - Part-Time SPED Paraprofessional
  - Evan Burgess - Full-Time SPED Paraprofessional
- Internet issues temporarily impacted MAP testing.
  - MAP testing began on Jan 28th
- Literacy Specialist, Laurie Schoenberger visited Jan 27-31 to provide schoolwide support

## Upcoming Events:

- Continued MAP Testing
- 3rd Grade Dictionary Donations by Rotary Club.
- Scholastic Book Fair

# Nome Elementary School Principal Board Report

- ALICE Training for Staff 2/19
- SPED Training for Staff 2/12

## PBIS/Discipline Data:

Grade	Number of Incidents	Location	Behavior	Perceived Motivation	Consequence
k	3	Classroom	Inappropriate Behavior (1) Unsafe Behavior (2)	Adult Attention (3)	Conference with Student (3) Parent Contact (3) Re-Teaching Expectations (3)
4	1	Lunchroom	Inappropriate Touch (1)	Peer Attention (1)	Conference with Student (1) Parent Contact (1) Re-Teaching Expectations (1) Detention (1)

Again quite lower compared to last year! Small ramp up in Kindergarten compared to last month. This is not unexpected given the information made available from challenges at home. Extra support has been given to these students to help ease any issues.

## Attendance Data:

Jan	24-25 SY	23-24 SY	22-23 SY
Week 1	87	85	85
Week 2	89	91	85
Week 3	82	88	79
Week 4	80	88	83

While the first week showed an increase, the rest of the month resulted in lower attendance numbers. Of concern is the final week of January which resulted in the lowest attendance in three years. Some of the factors that we believe contributed to this is a case of Foot and Mouth disease currently moving through the school, and the impact of severe weather.

## Volunteers:

We had about 67 volunteer hours this month!

# Nome Elementary School Principal Board Report

## Updates

### SPED

While we have temporarily lost one paraprofessional to maternity leave, we welcomed two new paraprofessionals! This helps take some of the stress off SPED, but we are still in dire need of more staff.

### Grants

- We have applied for an extra \$50,000 that we qualify for from the state due to exiting School Improvement Support. This money will be used to refresh our Kagan initiative with our newer staff, as well as recertify our school-based trainer to continue the training for newer highers in the future at a significantly lower expense in time and money.
- Having been impacted by a loss to near-loss of internet a second time, some literacy funds have been redirected to bolster our library reference sections and current periodicals. Currently, our encyclopedia is from 2003 and many of our related reference books are either over 20 years out of date or are in such poor condition they are falling apart. Our periodicals are near non-existent. These purchases should help bring our reference sections into the current year.

# Nome Elementary School Principal Board Report

## Pictures

Mr. McRae's class learning about distance and hypothesis



Our Spelling Bee winners:

5th grade first place: Svea Stimpfle

1st Place Champion: Josiah Hanebuth (2nd year in a row!)

4th grade first place/2nd place overall: Ari Blandford (2nd year in a row!)

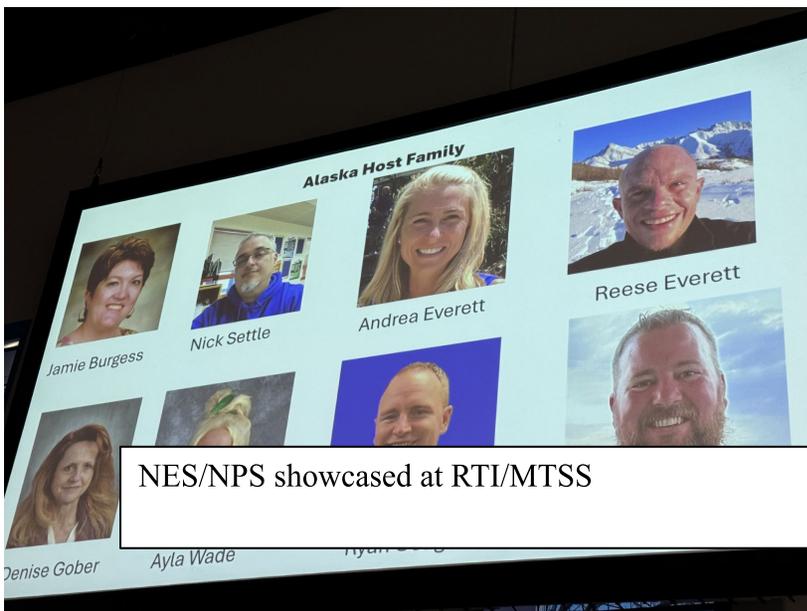
3rd grade first place: Theodore Ventress

# Nome Elementary School Principal Board Report

Spelling Bee Audience. 33 participants this year!!



Staff present at MTSS/RTI Conference



NES/NPS showcased at RTI/MTSS

# Comparing Populations: DIBELS 8th Edition

View	Population	Time	Measure		
Segment Results by: School Report Level: District Grade Divider: On Display Data As: Percentage	Show Students Enrolled: On Test Day Grade: All Grades District: Nome City School District School: All Schools	School Year: 2024-2025 Period: All Periods	Measure: Composite Score Performance Measurement: Levels Level Filter: All Levels		
School	Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark	Total Students
Nome City School District					Current as of 02/04/2025
Grade K	Reference Data Reference Point: <b>District</b>				
	24-25 BOY  You do not have access to these students.				
	24-25 MOY				35
Nome Elementary School	24-25 BOY				35
	24-25 MOY				35
Grade 1	Reference Data Reference Point: <b>District</b>				
	24-25 BOY  You do not have access to these students.				
	24-25 MOY				39
Nome Elementary School	24-25 BOY				43
	24-25 MOY				39
Grade 2	Reference Data Reference Point: <b>District</b>				
	24-25 BOY  You do not have access to these students.				
	24-25 MOY				68
Nome Elementary School	24-25 BOY				67
	24-25 MOY				68
Grade 3	Reference Data Reference Point: <b>District</b>				
	24-25 BOY				51
	24-25 MOY				48
Nome Elementary School	24-25 BOY				51
	24-25 MOY				48

Grade 4		Reference Data	Reference Point: <b>District</b>
	24-25 BOY		57
	24-25 MOY		46
Nome Elementary School	24-25 BOY		57
	24-25 MOY		46
Grade 5		Reference Data	Reference Point: <b>District</b>
	24-25 BOY		40
	24-25 MOY		39
Nome Elementary School	24-25 BOY		40
	24-25 MOY		39



# Nome-Beltz Middle High School

PO Box 131, Nome Alaska 99762

Phone: 907-443-5201 Fax: 907-443-3626

Date: 06 February 2025

To: NPS Board

From: Teriscovkya Smith and Dr. Michael Akes

Subject: February Board Report

## **NBMHS Data:**

- Current Enrollment: 264
- Student contact days: 19

## **Student Celebrations #nanookpower #nanooksknow**

- Middle School
  - Athan Contreras, 8th-grade
- High School
  - Michael Melovidov, 10th-grade

## **UPCOMING EVENTS FOR THE DEN:**

February 06-14

February 13

MS/HS MAP Testing

Minimum Day: Teacher professional development

- *Building Student Self-Efficacy Through Culturally Competent Social Emotional Learning* (Rosa Wright)
- Note: Mrs. Wright presented at the Annual MTSS Conference in Anchorage to a packed room. #nomegrown #rockstar

February 14

Minimum Day: Teacher professional development

- *PLC/Team talking circles and share out: Where did we start, where are we now, and where are we going?*

February 17

Parent-Teacher Conferences

- 12:00-6:30pm
- Transportation provided; call the main office to reserve!
- 907-443-5201

February 20-21	Q2 mid-quarter progress report cards mailed home
March 10-14	Iditarod (Spring) Break → No school
<b>March 28</b>	<b>3rd Quarter ends (Q3)</b>
<b>March 31</b>	<b>4th Quarter begins (Q4)</b>
March 24-April 25	AK Star testing window
April 3-4	Q3 report cards mailed home
April 18	Inservice → No school
April TBD	Spring Music Performance
April/May TBD	Middle School Formal
May 1-2	Q4 mid-quarter progress report cards mailed home
May 9-10	Drama Club performance
May 10-17	8th-Grade Washington DC Trip
May 17	Junior Prom



**REVISED CLASS OF 2025 MAY SCHEDULE**

Thurs, May 22	Last academic day for HS seniors
Friday, May 23	Senior Celebrations
Sunday, May 25	Baccalaureate ( <i>appx 4:00pm</i> )
Monday, May 26	Memorial Day → No School
May 27	Graduation set up & rehearsal
	Scholarship Night ( <i>appx 6:00pm</i> )
May 28	NBHS Class of 2025 Graduation ( <i>Parade at appx 5:30pm; ceremony 7:00pm</i> )
May 27-30	HS Spring Semester Review & Final Exams
May 30	8th-grade Promotion
<b>May 30</b>	<b>Last school day! Semester 2/4th Quarter ends (S2/Q4)</b>

# NOME-BELTZ

# MIDDLE/HIGH SCHOOL

School Improvement Plan

2024-2025

Winter Report to School Board

06 February 2025



**TERISCOVKYA SMITH, PRINCIPAL**

**DR. MICHAEL AKES, ASSISTANT PRINCIPAL**

"At any given moment we have two options, to step forward into growth or step back into safety.

Having grown up with the class in front of me, I'm confident in saying we are a generation that is capable of making change."

- **Kaitlyn Johnson**

Valedictorian, Nome-Beltz  
High School Class of 2024



**OUR GOAL AT NBMHS  
IS TO GRADUATE  
STUDENTS  
WHO ARE PREPARED  
TO BE SUCCESSFUL  
ADULTS.**

# THE METAPHORICAL BACKPACK



What should  
prepared graduates  
have in their  
backpacks?



**COLLEGE  
UNIVERSITY**



**VOCATIONAL  
MILITARY  
CIVIL SERVICE**



**JOB  
READINESS**

# THE METAPHORICAL BACKPACK



What contributes to  
post-secondary  
success for graduates  
within:  
**EMPLOYMENT**  
  
**COMMUNITY**  
  
**FAMILY**

- Increase graduation rate 10% from 75% (FY23) to 85% (FY25)
  - FY25: 36/39 seniors on track to graduate: 92%
- 100% of graduating seniors will have a post-secondary plan
  - FY25: 38/39 on track: 97%

**OUR GOAL AT NBMHS  
IS TO GRADUATE  
STUDENTS WHO ARE  
PREPARED TO BE  
SUCCESSFUL ADULTS.**

Data Source: Counselor<sup>68</sup>  
tracking spreadsheet;  
PowerSchool

- 100% of promoting 8th-grade students will have a high school plan

## STRATEGIES:

- **MEET** with each 8th-grade student to discuss:
  - **DEFINE** credit acquisition and graduation requirements
  - **EXPLAIN** AKCIS and access
  - **LEARN** about Alaska Performance Scholarship, MyCache and other scholarship opportunities
  - **EXPLORE** high school sports, clubs, activities and eligibility requirements
  - **IDENTIFY** post-secondary pathways (academic, vocational, military, job readiness)
  - **CREATE** tracking system for each cohort

**OUR GOAL AT  
NBMHS IS TO  
GRADUATE  
STUDENTS WHO  
ARE PREPARED  
TO BE  
SUCCESSFUL  
ADULTS.**

## **ATTENDANCE/TEAMS**

**PRIORITIZE** student attendance to improve academic readiness while maximizing their educational experience.

## **ACADEMICS/PLCS**

**IMPLEMENT** an academic plan with fidelity to increase student achievement.

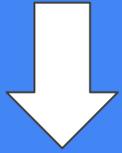
## **BEHAVIOR/PLC & TEAMS**

**ENSURE** a school environment where staff and students can be successful.

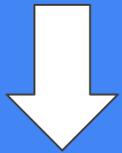
## **ENGAGEMENT /TEAMS**

**SUPPORT** student, family, and community engagement to grow a culture of belonging.

**TEAMING** → **LEADERSHIP MEETINGS**  
**WEEKLY**



**ATTENDANCE, ENGAGEMENT,  
& BEHAVIOR (PBIS TIER I/TIER II-III)**



**MONTHLY (1ST WEDNESDAY)**



What do we want students to learn?

How will we know if they have learned it?

**PLC**

What will we do if they already know it?

What will we do if they don't learn it?

# PROFESSIONAL LEARNING COMMUNITIES



2nd & 4th  
Wednesdays



Reading/Language, Math,  
Science, Social Studies,  
Behavior & SpEd

# ACADEMIC

**GOAL:** Increase the percentage of students scoring at/or above 41 percentile from:

- 29% to 35% in Math
- 21% to 31% in Reading
- 22% to 30% in Language
- 32% to 37% in Science (8th-grade)

With at least 80% showing growth in each respective content

## CONSIDERATIONS:

- Credit acquisition
- Subject area grades compared to state testing proficiency

## STRATEGIES:

- **Ensure** vertical alignment
- **Include** measurable outcomes for each content area course
- **Create** lesson plan access points for students who are absent or below grade level

73

## DATA:

MAP, PowerSchool, formatives, summatives

**Goal** → Increase the percentage of students (grades 6–10) scoring at/or above 41 percentile from:

- 29% to 35% in Math
  - **Fall MAP achievement: 36%**
- 21% to 31% in Reading
  - **Fall MAP achievement: 27%**
- 22% to 30% in Language
  - **Fall MAP achievement: 31%**
- 32% to 37% in Science (8th-grade)
  - **Fall MAP achievement: 48%**



**With at least 80% showing growth in each respective content area.**

- **Pending winter MAP testing results**

**Data Source: MAP**

Note: For the FY25 SIP, we drew our data from MAP; AK Star data was unavailable during SIP planning. The FY26 SIP will include both.

# ACADEMIC MATH PLC

Implement an academic plan with fidelity to improve academic achievement.

## GOAL:

NBMHS students will **increase** the average percentile points for each grade level by 3% as measured by MAPs/ALEKs testing for mathematics.

Fall 2024 Achievement: 36%

Spring 2024 Achievement: TBD

## STRATEGIES:

- MAP through 11th grade
- **Integration of CTE math in classrooms**
- Literacy supports in Math

75

## PRIMARY DATA SOURCES:

- MAP (Measures of Academic Progress) Growth Assessment

# ACADEMIC SCIENCE PLC

Implement an academic plan with fidelity to improve academic achievement.

## GOAL:

- **Establish** horizontal alignment for all core Science and related elective courses to secure vertical alignment from these resources.
- **Develop** a horizontal alignment for every Science course utilizing PLC feedback

## STRATEGIES:

- **Create** Science Department mission statement
- **Establish** template for horizontal alignment across courses

# ATTENDANCE TEAM

Prioritize student attendance to improve academic readiness while maximizing their educational experience.

## GOAL:

NBMHS will **improve** the average daily attendance from 87% to 90%

## STRATEGIES:

- **Improve** data accuracy in PowerSchool
- **Redefine** time frames for tardy/skipping/absent
- **Address** chronic absenteeism
- **Utilize** [Attendanceworks.com](https://www.attendanceworks.com) for family communications
- **Examine** PowerSchool calculation

77

## PRIMARY DATA SOURCE:

- PowerSchool

# ATTENDANCE FY24

## Nome-Beltz Middle High School

09/01/2023 to 05/31/2024 = 170 school days

Grade Level	Carry Fwd	Gain	Mult Gain	Loss	Ending	Actual Days	OffTrack	Days N/E	Days Absent	Days Attd	ADA	ADA %
6	0	50	3	10	40	7990	0	830	863.50	6296.50	37.04	87.94%
Subtotal	0	50	3	10	40	7990	0	830	863.50	6296.50	37.04	87.94%
7	0	39	1	8	31	6460	0	902	538.00	5020.00	29.53	90.32%
8	0	42	1	7	35	6970	0	683	826.50	5460.50	32.12	86.85%
Subtotal	0	81	2	15	66	13430	0	1585	1364.50	10480.50	61.65	88.48%
9	0	76	2	25	51	12580	0	2763	1769.00	8048.00	47.34	81.98%
10	0	43	2	5	38	6970	0	596	556.50	5817.50	34.22	91.27%
11	0	39	0	7	32	6630	0	848	680.00	5102.00	30.01	88.24%
12	0	43	1	8	35	7140	0	878	533.50	5728.50	33.70	91.48%
Subtotal	0	201	5	45	156	33320	0	5085	3539.00	24696.00	145.27	87.47%
Grand Total	0	332	10	70	262	54740	0	7500	5767.00	41473.00	243.96	87.79%

# ATTENDANCE FY25

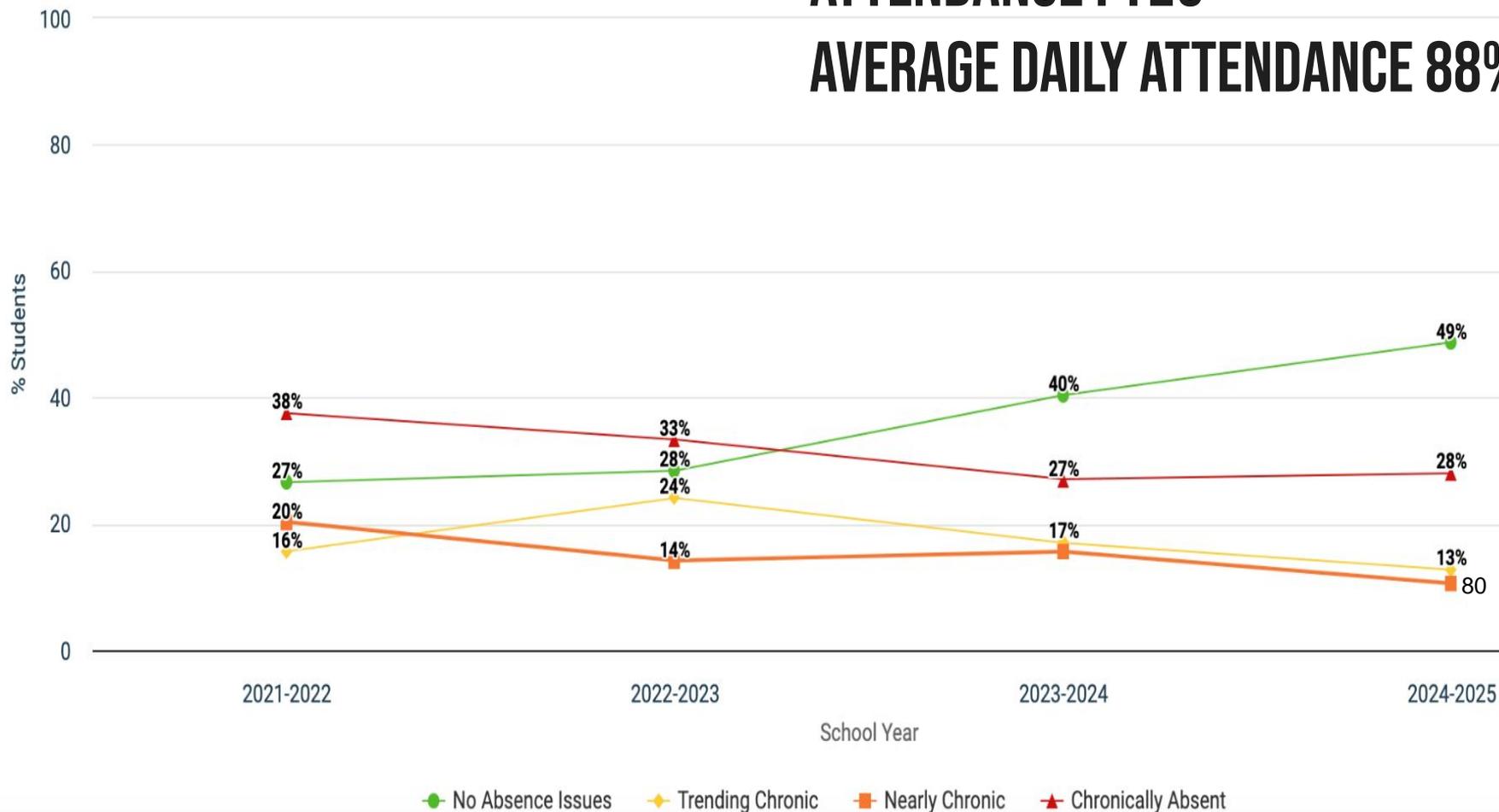
**Nome-Beltz Middle High School**  
09/09/2024 to 01/31/2025 = 89 school days

Grade Level	Carry Fwd	Gain	Mult Gain	Loss	Ending	Actual Days	OffTrack	Days N/E	Days Absent	Days Attd	ADA	ADA %
6	36	2	1	7	31	3293	0	318	374.50	2600.50	29.22	87.41%
Subtotal	36	2	1	7	31	3293	0	318	374.50	2600.50	29.22	87.41%
7	41	1	0	5	37	3738	0	201	380.00	3157.00	35.47	89.26%
8	35	0	0	4	31	3115	0	186	330.00	2599.00	29.20	88.73%
Subtotal	76	1	0	9	68	6853	0	387	710.00	5756.00	64.67	89.02%
9	66	6	2	11	61	6230	0	870	832.00	4528.00	50.88	84.48%
10	38	5	0	6	37	3827	0	619	358.00	2850.00	32.02	88.84%
11	40	1	0	2	39	3649	0	143	278.50	3227.50	36.26	92.06%
12	30	1	0	3	28	2759	0	243	172.00	2344.00	26.34	93.16%
Subtotal	174	13	2	22	165	16465	0	1875	1640.50	12949.50	145.50	88.76%
Grand Total	286	16	3	38	264	26611	0	2580	2725.00	21306.00	239.39	88.66%

The percent of students in each chronic absence category over time.

# ATTENDANCE FY25

## AVERAGE DAILY ATTENDANCE 88%



# BEHAVIOR

## TIERS I, II, & III

### PRIMARY DATA SOURCES:

- MAJOR/MINOR REFERRALS
- OSS/ISS
- % OF PARTICIPATION IN POINT SYSTEM
- UNIVERSAL SCREENER
- STATE TESTING/DISTRICT PROGRESS MONITORING
- WALKTHROUGH RESULTS
- OUTCOME RESULTS
- ATTENDANCE

### GOALS:

In FY24, the TFI implementation of PBIS, Tier I was 67% with Tier II at 38%. We aim to **increase** the TFI Tier I implementation percentage to 80% and the Tier II and Tier III implementation percentage to 70%.

There were 171 Out of School Suspensions in FY24. We aim to **reduce** suspensions by 20% for FY25. OSS will be monitored and tracked monthly.

# PBIS: MULTI-TIERED MODEL OF SCHOOL SUPPORTS & THE PROBLEM-SOLVING PROCESS

## ACADEMIC and BEHAVIOR SYSTEMS

### Tier 3: Intensive, Individualized Interventions & Supports

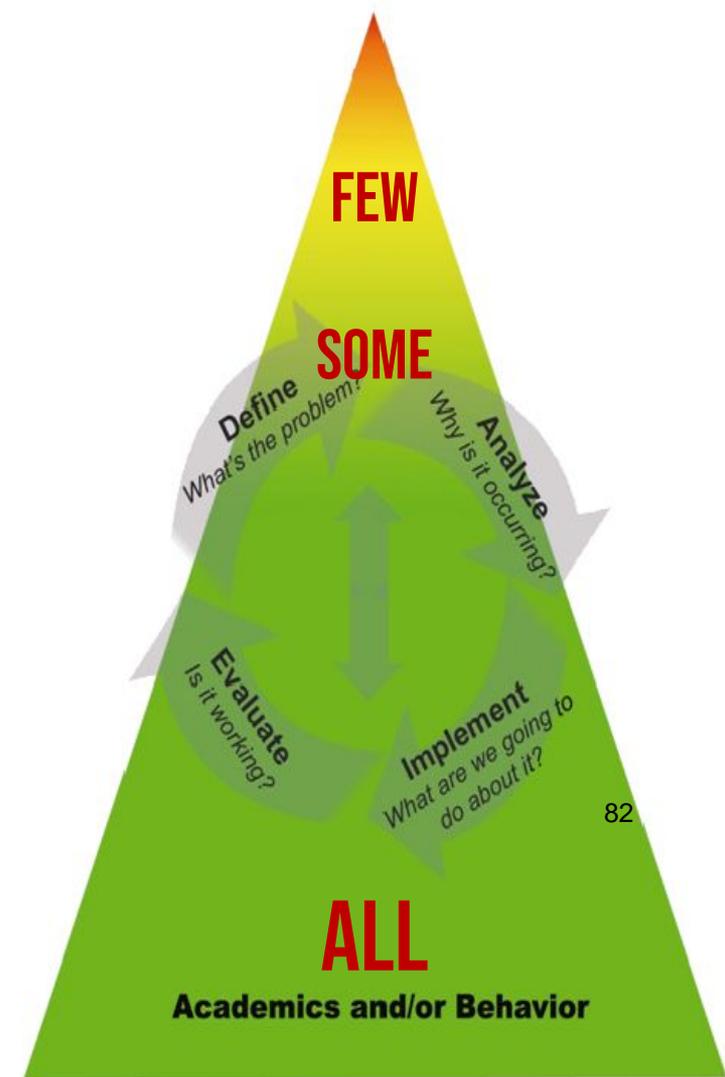
The most intense instruction and intervention based on individual student need, in addition to and aligned with Tier 1 & 2 academic and behavior instruction and supports.

### Tier 2: Targeted, Supplemental Interventions & Supports

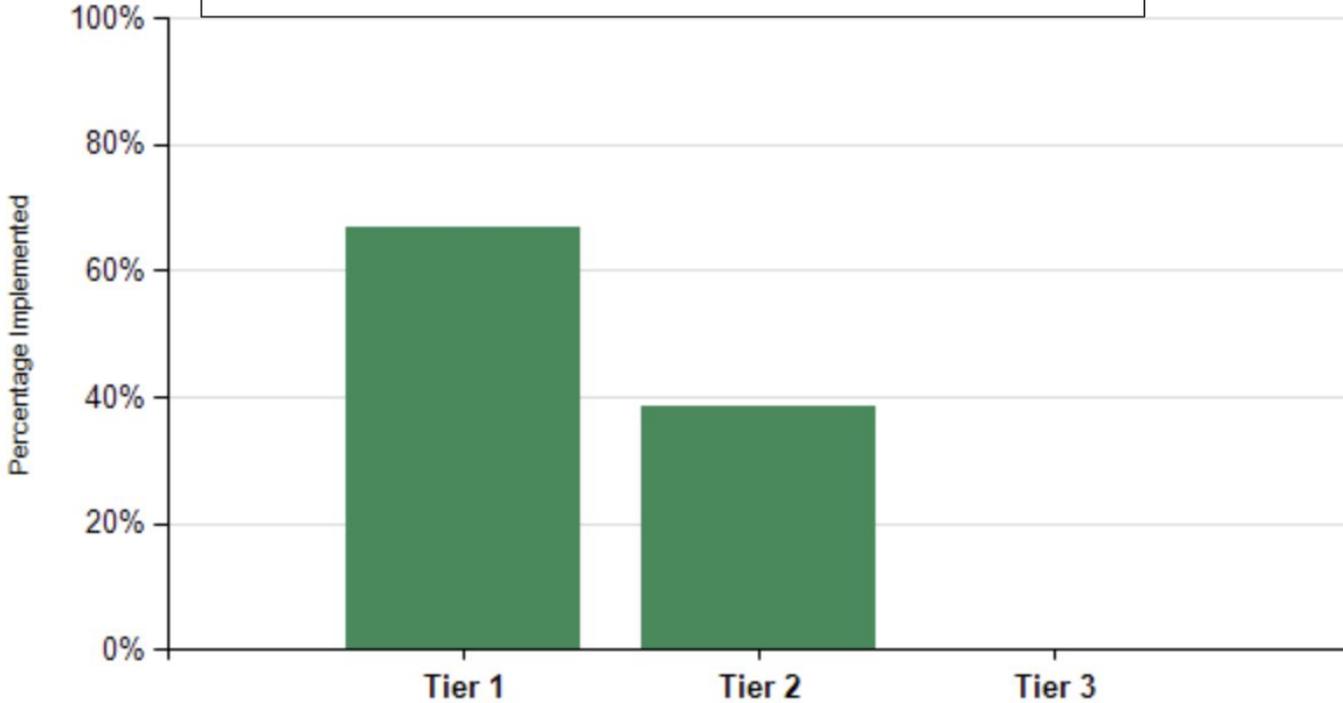
More targeted instruction/intervention and supplemental support, in addition to and aligned with the core academic and behavior curriculum.

### Tier 1: Core, Universal Instruction & Supports

General academic and behavior instruction and support provided to all students in all settings.



# SCHOOL-WIDE PBIS TIERED FIDELITY INVENTORY FOR NBMHS 3-26-2024



70% in any given area is considered proficient. 80% shows fidelity.

We will conduct the TFI later this spring.

Date Completed	Tier 1	Tier 2	Tier 3
3/26/2024	67%	38%	0%

# FY24 OUT OF SCHOOL SUSPENSIONS

Month	Gen Ed	SPED	Total
September	22	6	28
October	14	7	21
November	17	3	20
December	17	13	30
January	6	5	11
February	10	3	13
March	9	7	16
April	9	3	12
May	8	12	20
Total	112	59	171

# NBMHS OUT OF SCHOOL SUSPENSIONS (OSS)

**FY24**

**Sept '23-Jan '24**

- **110 OSS**
  - **Gen Ed: 76**
  - **SPED: 34**

**FY25**

**Sept '24-Jan '25**

- **71 OSS**
  - **Gen Ed: 41**
  - **SPED: 30**

85

**65% DECREASE IN OSS FOR FY25**

# ENGAGEMENT

Support student, family, and community engagement to grow a culture of belonging.

## GOAL:

**Increase** the Family & Community Involvement Student Survey Results of the SCCS from 63% to 70% for FY25.

## STRATEGIES:

- **INITIATIVE:** Drawing for Regionals pass for families who complete SCCS.
- **COLLABORATION** with Nome media for student celebrations.
- **IMPLEMENTATION** of Key Stakeholder Team begins!

## PRIMARY DATA SOURCES:

- SCCS

OPPORTUNITY TO ENTER A

**DOOR  
PRIZE**



FOR A FREE BASKETBALL REGIONALS GAME PASS  
TO ENTER, SEND A SCREENSHOT OF THE  
COMPLETED SURVEY CONFIRMATION TO  
[HHARLOW@NOMESCHOOLS.ORG](mailto:HHARLOW@NOMESCHOOLS.ORG) BY  
MARCH 1ST

**TO TAKE THE SURVEY:**



STAY INVOLVED, SHARE YOUR VOICE,  
AND HELP SHAPE THE FUTURE OF  
NPS SCHOOLS!

\*SURVEY OPEN UNTIL MARCH 21ST\*

# BRINGING FAMILIES IN FOR THE WIN!



© Esther Pederson

# ENGAGEMENT

Support student, family, and community engagement to grow a culture of belonging.

## GOAL:

**Increase** family attendance at conferences to 50% by the end of FY25.

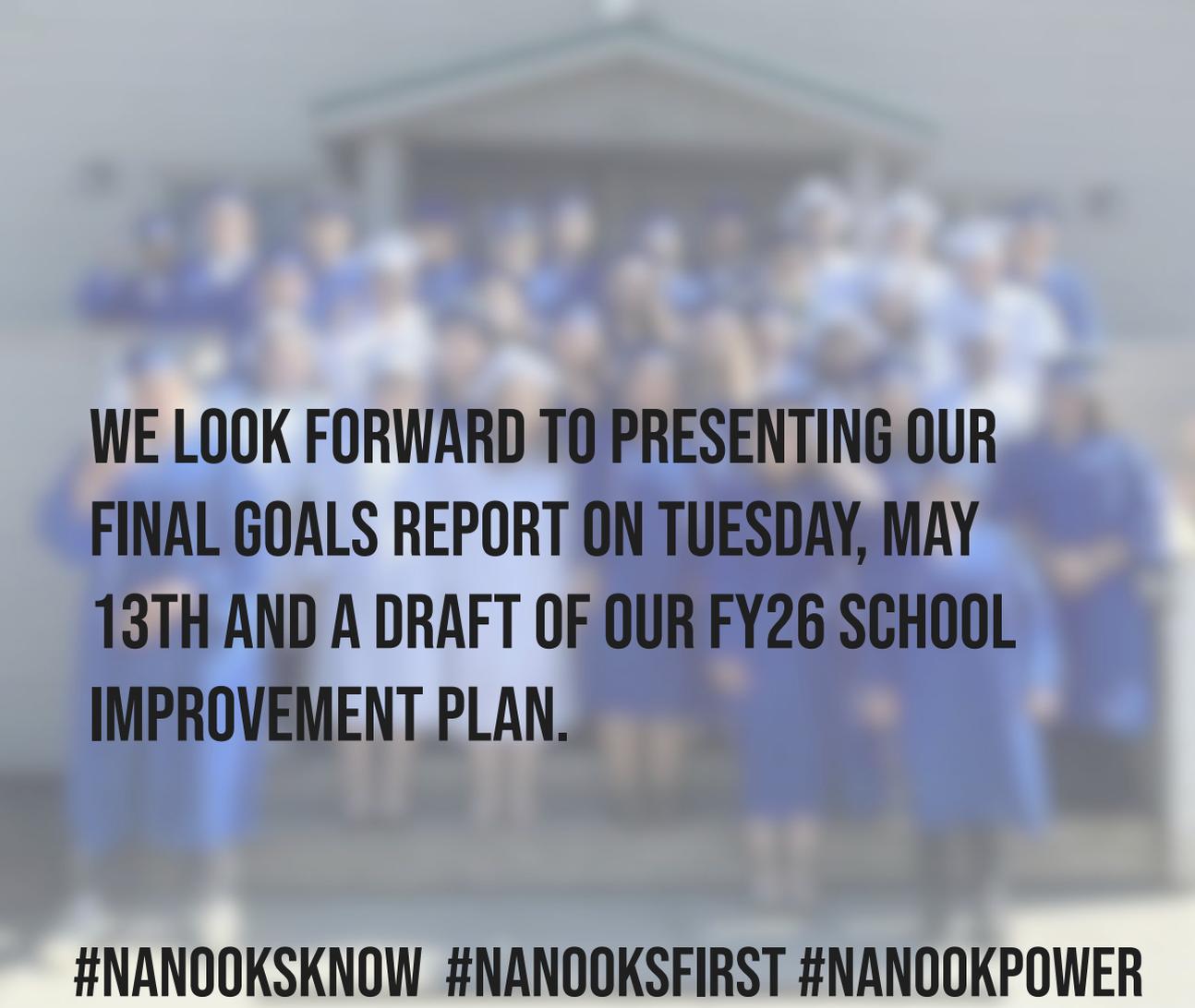
- **Fall conference participation:**  
*27%*

## STRATEGIES:

- **CALL** every family with personal invitations to conferences
- **PROVIDE** transportation
- **OFFER** classroom incentives for student participation in conferences.

## PRIMARY DATA SOURCES:

- Conference attendance tracking



**WE LOOK FORWARD TO PRESENTING OUR  
FINAL GOALS REPORT ON TUESDAY, MAY  
13TH AND A DRAFT OF OUR FY26 SCHOOL  
IMPROVEMENT PLAN.**

**#NANOOKSKNOW #NANOOKSFIRST #NANOOKPOWER**

**OUR GOAL AT  
NBMHS IS TO  
GRADUATE  
STUDENTS WHO  
ARE PREPARED  
TO BE  
SUCCESSFUL  
ADULTS.**

# Nome Public Schools Director of Technology Report

Jim Shreve  
14 JANUARY 2025

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## Current projects

Update on the PowerSchool data hack - PowerSchool has setup Identity Theft protection and credit monitoring services for all parties impacted by the data hack. PowerSchool will make contact with individuals to notify them of the incident and provide information to them to sign up for the service. This includes all past and current students and staff members since PowerSchool was implemented in the Nome Public Schools district in 2006. Postings are currently on our webpage and social media feeds about the PowerSchool cyber attack / data loss as well as information about the Identity and credit protection offerings from PowerSchool.

Internet outage / reduction in speed. On 18JAN25 we received notification that the fiber optic circuit from Quintillion that feeds Nome Public Schools suffered another episode of catastrophic damage from sea ice scour. From the sounds of it, the location of the damage is very close to if not the same area as the outage that occurred from 04Jun23 - 19SEP23. We have been on our backup OneWeb satellite service since 18JAN25 and received an upgrade in speeds from the standby amounts of 25Mbps download / 5Mbps upload to 100Mbps download and 20Mbps upload on 28JAN25. Functionality was extremely limited on the standby 25/5 throughput but with the increase in speed to 100/20 we are able to function with primary operation and conduct MAP testing. While on the 100/20Mbps connection we still need to limit student device usage in order to preserve bandwidth for MAP Testing, PowerSchool Attendance and required operational needs. In coordination with our Internet Service Provider, SES, and because of the predicted length of time for the fiber repair (AUG-SEP25 or installation of an alternate terrestrial fiber route from Dead Horse to Utgiagvik (Date TBD), plans are underway for Quintillion to provide a specialized high capacity Low Earth Orbit (LEO) satellite connection, specifically for Nome Public Schools. The speed of this connection will be comparable to our old fiber speeds of 300Mbps download and 300Mbps upload. We should know more about this special high capacity LEO connection timeline and capabilities by 14FEB25.

## Future Projects - No change

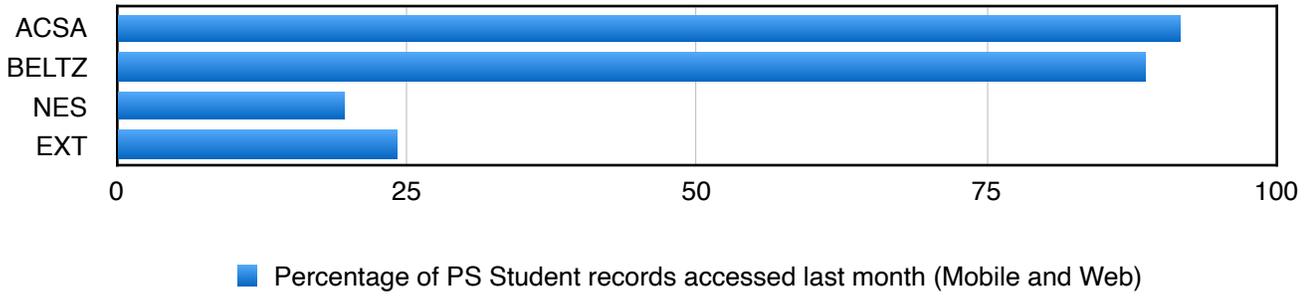
Continue to build on the District's Data Protection Policy by implementing many of the information security processes covered in the virtual Chief Information Security Officer course I am now certified in. I am identifying many policies that either need added or updated to ensure compliance with industry standards. Once I complete my list I will submit drafts of these policies to the Policy Committee.

Network diagramming for our entire network infrastructure in support of District Data Protection Policy. Division of our large layer two network into multiple Virtual Local Area Network segments to improve speed and security of our connected devices and network as a whole. This will also allow better protection of NPS owned equipment from equipment joining the guest side of our network. I have received the quote from our Juniper Switches vendor for support on this monumental task and am reviewing my budget for availability of funds.

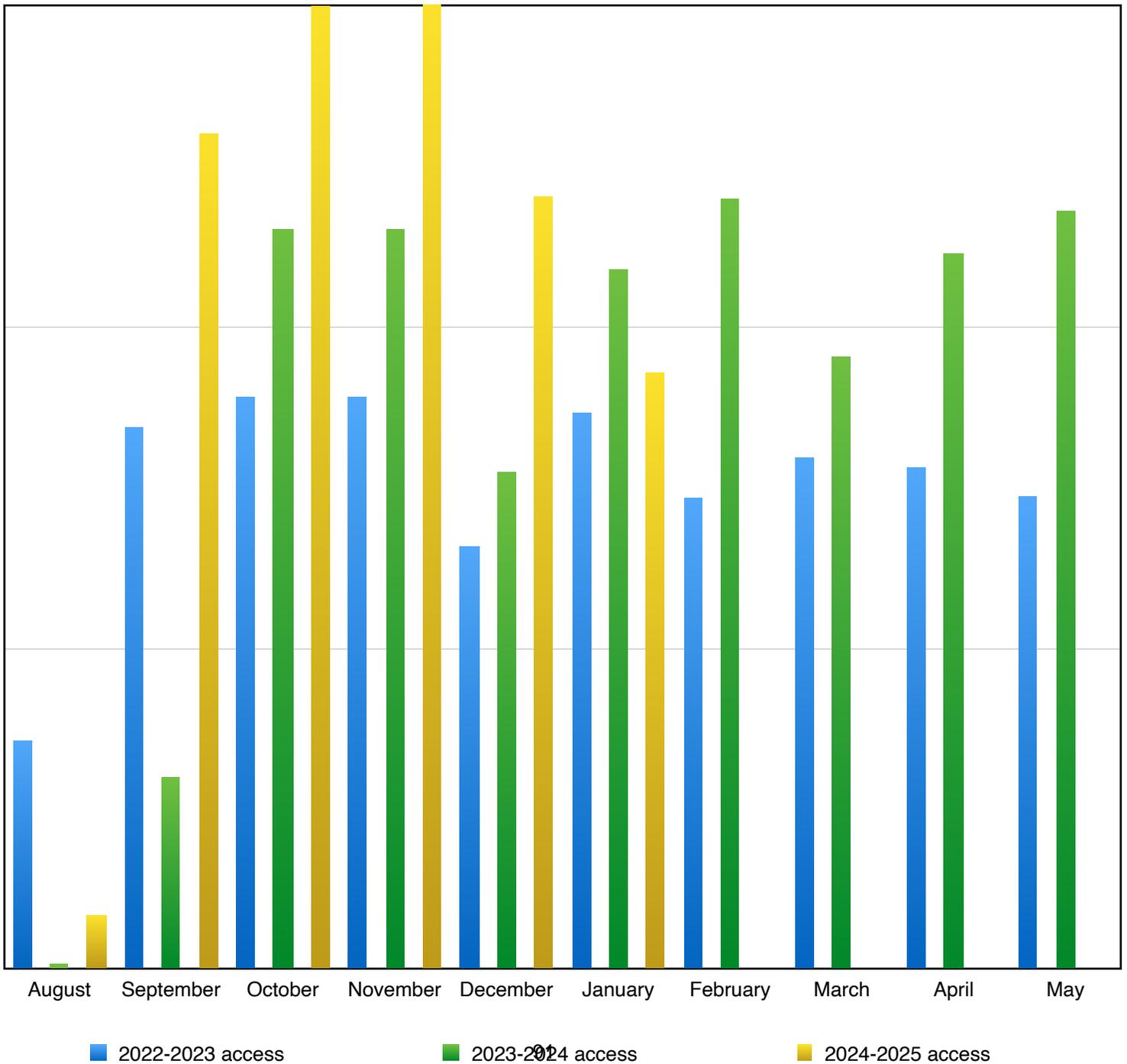
## PowerSchool Online Enrollment

As of 04FEB25 the SY24-25 New Student Enrollments forms completed are at 118 (36 for Kindergarten) and the SY24-25 Returning Student Enrollment forms completed remains at 452 for a total of 570 records of 662 (86.1%). There are currently 152 SY24-25 Returning Student Enrollment forms remaining. The Returning Student Enrollment window is now scheduled to close on 01MAR25 in an effort to collect the remaining updates. Focus is shifting to setting up next years forms.

**PowerSchool Student Information System Access data. PowerSchool use, by students and parents for last month.**

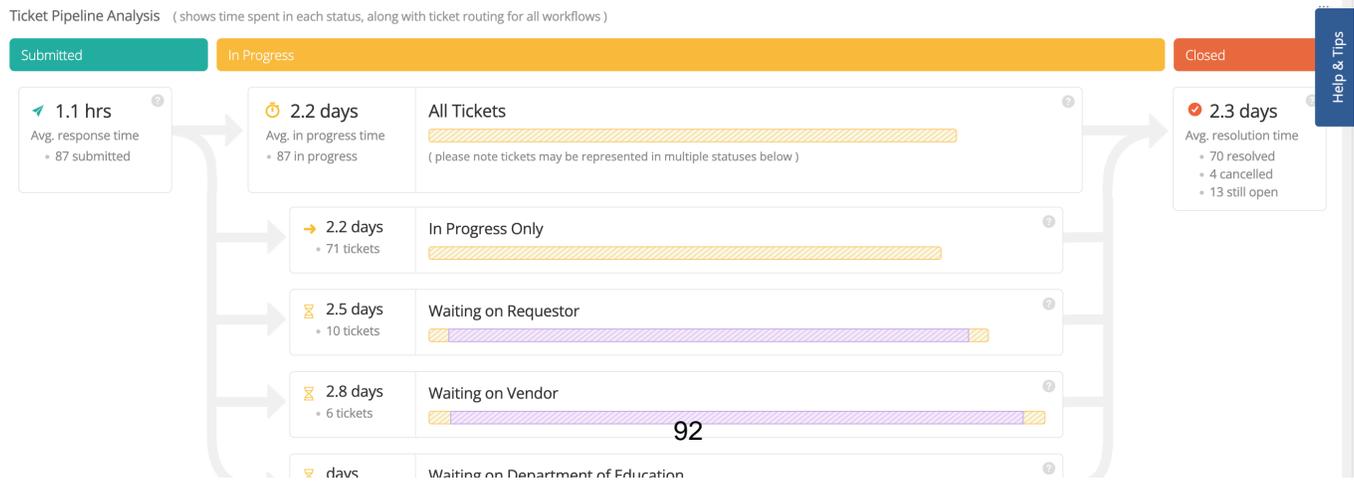
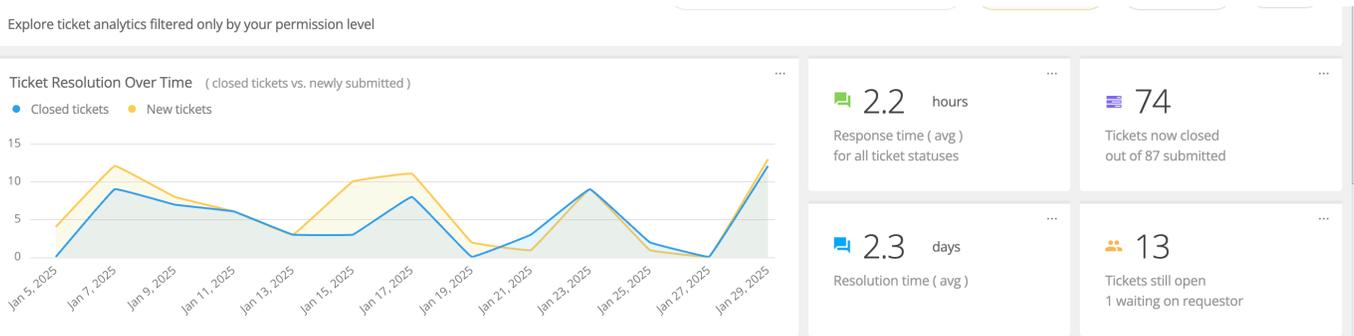
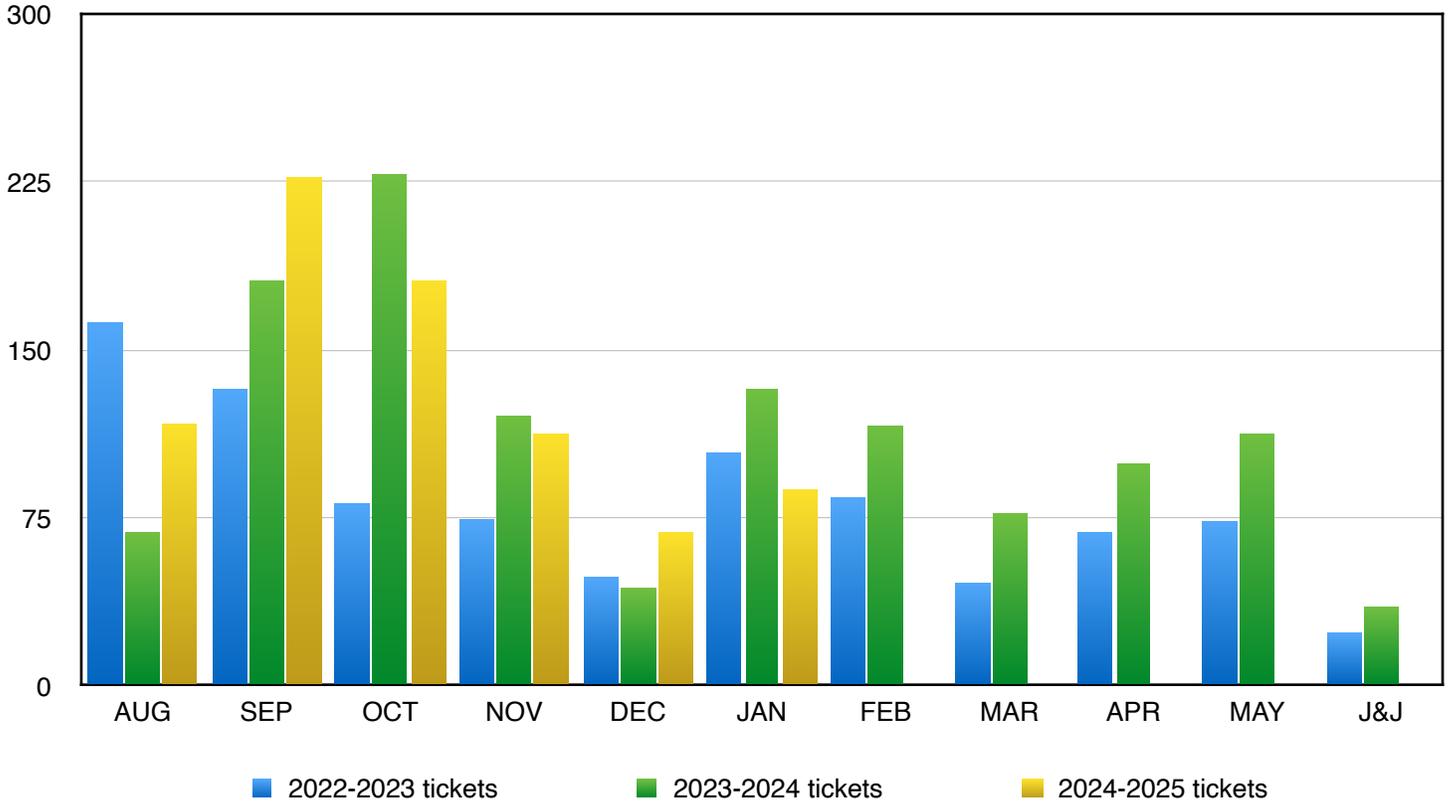


**Total Parent and Student PS Web and Mobile Access Sessions**



## Technology Web HelpDesk

Part of the Technology Department's role is to maintain the Technology Web Help Desk for staff to request repairs, training, and troubleshooting. For last month we closed / resolved 74 of 87 (85%) of the tech requests submitted through the system. Our average response time was 2.2 hours and average resolution time was 2.3 days. This includes a several tickets that were manually created by tech staff post internet outage and increase of backup satellite speed.



## ♥ **February Special Education Report - Mary Donaldson**

### *New Opportunities for our Children*

#### ♥ **Elementary and Middle School Inclusive Sensory Space**

Tricia Shamburg consultant and Stacey Spencer Special Education Teacher at the Middle School are working together to create a sensory spaces that support students with disabilities by promoting self-regulation, sensory engagement, and emotional well-being in a safe, calming environment. The multi-sensory zones and sensory enhancements will have padded flooring and rounded furniture, secure installations, and supervision. This inclusive sensory space will enhance self-regulation and learning while providing a safe and adaptable environment for all students. A grant was used to fund the project at Beltz.

#### ♥ **Coding at the Middle School.**

Teaching coding to middle school students with specific learning disabilities (SLDs), autism spectrum disorder (ASD), and emotional disorders provides numerous tailored benefits. It enhances problem-solving, confidence, creativity, social skills, and executive functioning. Coding aligns with many students' strengths and interests, offering a structured and predictable environment that supports emotional regulation. Additionally, it prepares students for future opportunities in STEM while fostering inclusivity through adaptable learning tools and personalized instruction. With practical strategies like visual platforms, clear guidance, and individualized activities, coding becomes a transformative and empowering educational tool.

#### ♥ **PathWays To BEGIN**

Beginning the second semester, ten children will be enrolled in a four day a week educational alternative program. Special Education Teacher Jill Peters is creating an alternative program for special needs children at Beltz called Pathways. Students will learn in a different format integrating culture, hands-on learning, life skills and the work study program. The goal is to increase the graduation rate of our special education children.

#### ♥ **Summer Work Program**

Jill Peters will again run our summer work program. The attached flyer outlines the statewide program with pictures of our children in Nome. Ms Peters has provided an opportunity that will last a life time. Many of the children have been hired by the employers after their work in this program is completed. They have become active employees for the community of Nome.

# DVR's Summer Work Program

## Invitation to Submit a Proposal to Provide Summer Work

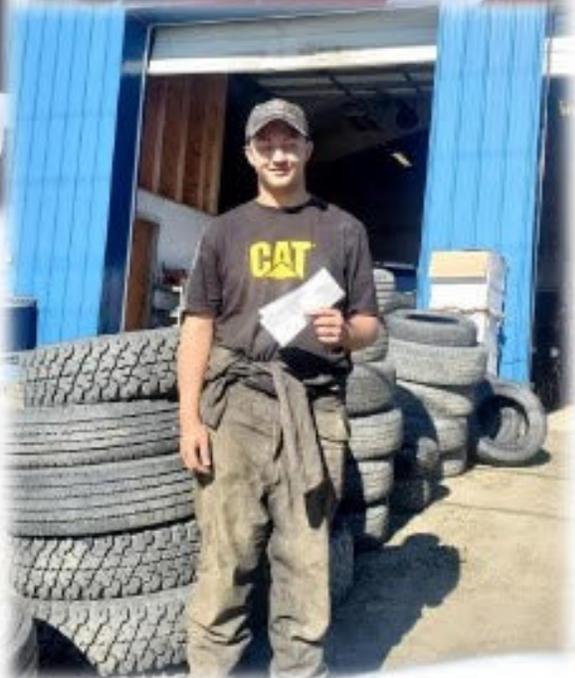
Each summer DVR funds schools and community agencies to provide paid work experiences for over 200 secondary transition students.

### You can find the Invitation Here

Consider responding to the attached Invitation to develop a program for students in your community.

#### Summer Work Programs receive the following funding to run their program:

- \$1,200 - \$1,800 per student to cover staffing and program costs.
- Plus, up to \$2,104 in wages for each student participant.
- Additional funding for including Peer Mentoring.



Find out additional information at this year's ASSEC conference at DVR's breakout session – *“Transition Activities That Prepare Students For Work After High School”*

Nome Public Schools  
Board Report  
Karen Dixon, Director of Federal Programs, Curriculum, Assessments  
February 11, 2025

Family/Community Engagement

The Needs Assessment Committee completed the final draft of the Needs Assessment which has not been disseminated to NPS employees, NPS parents, and to NBMHS students with the help of Superintendent Burgess. The assessment will gather information that can be supported with one or several grants. On February 21, 2025 the committee will compile, analyze and prioritize the needs.

Families who ordered books in November and December continue to pick up their books. Efforts to help families get their books by taking the books to NES has happened twice. A few parents have asked about purchasing books about Alaska culture or stories and other Indigenous cultures, so I will reach out to resources and see what can be offered.

During winter break, a few parents and staff help to disseminate winter wear to parents. Kudos to them.

The CTE Committee consists of a student, NPS teacher, Post secondary Teacher, Career Guidance/Advisory Counselor, Specialized Instructional Teacher, District Administrator, Local or regional business/Industry and a parent. During the January 16, 2025 meeting they approved NPS's Comprehensive Local Needs Assessment (CLNA) Plan which was submitted to the State and was approved. CTE courses are under construction and will be finalized by March for submission to DEED for their approval.

Culturally Relevant Curriculum

Developing a culturally relevant curriculum is planned with the help of local experts. The plan is to have a draft by end of this school year.

NBMHS administrators and I have yet to meet about curriculum development and everyone's roles.

Value and Grow Staff

Dr. Akes and Doug Coulter attended the CTE work sessions in Anchorage and will provide more information upon their return

Several School Improvement check-ins have been held to provide support to NES as they exit School Improvement and to NBMHS as they have been identified as an Additional Target School Improvement (ATSI) school. NBMHS has taken charge of developing their plan and are guided by the Empowerment Playbook

After school tutoring is taking on new programs and new faces. It is exciting to see this program grow.

School	Academic Tutors	CTE Tutor	Music Tutor	Nutrition Tutor
NES	2			
NBMHS	4	1	1	1
ACSA	1			

Memorandum of Agreements have been offered to a Swim Program Coordinator and Ski Club Coordinator/Leader.

Nome Public Schools  
Board Report  
Karen Dixon, Director of Federal Programs, Curriculum, Assessments  
February 11, 2025

Assessments:

The damaged fiber cable that provides internet service to us is not new news. Director of IT kept everyone apprised of the situation and gave recommendations for testing such as 75 students district-wide could be online. MAP testing is finally under way.

WIDA- ACCESS test window is February 3 – March 31, 2025. NES and NBMHS will coordinate WIDA testing dates with regards to MAP testing dates.

AK STAR and AK Science are scheduled for March 24 – April 25, 2025.

Thank you.

*Karen Dixon*

## **Nome Public School Board, Facilities Service Report, February 2025**

Jonathan Duarte, Facilities Director

### **Maintenance Snapshot:**

- Scheduled Work Order in progress: 47

### **Staffing:**

- Custodian Rotational Supervisor- Darius Johnson
- Custodian Lead- Julianna Duarte
- Custodian III -Stan Burgess
- Custodian II- Thuong Nguyen and Evan Burgess
- Custodian I- Cody Foret, Jordan Tessateskie and Elizabeth Nolan
- Rotational Custodian - Sheryl Newyaka, Raymond Warner and Catherine Brown
- Maintenance Foreman- Ilya Komarov
- Maintenance Technician II - Jakob Ploch
- Maintenance Technician I- Bill Baxter

### **Maintenance Department Tasks with Status:**

- Apartment- GCI old tower is pending demolition. Awaiting the crew to arrive.
- Apartment- Installing blue board on foundation footing for heat retention.
- Apartment- Multiple unit repairs completed. Appliances, doors, lights and general maintenance.
- Apartment- Snow removal detail around the building completed.
- DOT- Closet faucet troubleshooting ongoing.
- NBHS- Boiler 3 is operational and online.
- NBHS- Door repairs and maintenance are ongoing.
- NBHS- Exterior lighting timers. Pending replacement controller board.
- NBHS- Flag wire rope repaired.
- NBHS- Gym speakers and additional timer completed.
- NBHS- Kitchen oven, tilt tray, ice machine, proofer and freezers repaired and serviced.
- NBHS- Kitchen heat exchanger needs to be replaced. Pending installation.
- NBHS- Kitchen storage forklift under repairs.
- NBHS- Mechanical room 8. AHU fin fan pulley replaced.
- NBHS- Snow removal throughout campus is ongoing.
- NBHS- Vehicle Fleet maintained as needed.
- NBMHS- Roof project underway.
- NES- Boiler 2 and 3. Fan motor replaced and in operation.
- NES- Classrooms 127 and 129, fan motors have been replaced and operational.
- NES- Doors throughout the building have been repaired.
- NES- East Sewer mains cleaned and repaired.
- NES- Fuel level sensor wiring installed. Pending custom sensor.
- NES- Kitchen, lower convection oven repaired.
- NES- Storage dryer repaired and operational.
- Pool- Locker plumbing fixtures under maintenance and repair.

### **Janitorial Department Tasks with Status:**

- Buffed and waxed hard floor surfaces.
- Deep cleaning over all locations.
- New janitors in training.

### **Safety Concerns:**

- Elementary roof has constant icicles and snow build up. We have fabricated tools to knock down as needed.



## **MEMORANDUM**

To: Board of Education  
Thru: Jamie Burgess, Superintendent  
From: Genevieve Hollins, Contracted CFO  
Alaska Education & Business Services, Inc.  
Date: February 6, 2025  
Subject: **Financial Narrative**

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Happy New Year!

### **2024 Calendar Year-End and Quarter-End Complete**

The 2024 annual W2s and 1099's are completed and disseminated. The quarter-end 941s, Unemployment Reports, and grant reimbursements are completed. The 1094 ACA forms will be processed by Acrisure. The annual Gaming Financial Statement was completed and submitted as well.

### **DEED Reporting**

The 2<sup>nd</sup> Fund Balance reporting requested by the legislature has been submitted to DEED.

### **Health Insurance**

The health insurance claims this year have been within budget and we hope the claims experience continues at this lower level so that we can see less of an increase in premiums moving into FY2026. We will know in late April or early May how much the premiums for FY2026 will need to be. Health insurers do not quote levels earlier than 90 days.

### **Impact Aid**

The District no longer has sufficient numbers for Categories F & G of Impact Aid, which includes students who live on federal property, because it's required that the District have a minimum of 10% of enrolled students in these categories. Therefore, we cannot submit for these two categories at all. That leaves Category E which has a required minimum of 3% of enrolled students, and we are currently able to make that cutoff by 7 students. If the amount of students in this category drops to below 3% of enrolled students then we would no longer be eligible for that either.

### **Standard Operating Procedures (SOPs)**

We have come to the end of the District SOPs! We will begin the review from SOP#1 in next month's Board packet and update as we go in the event anything is outdated!

***Thank you!***



# Nome Public Schools

**TO:** Nome Public Schools Board of Education  
**THRU:** Jamie Burgess, Superintendent  
**FROM:** Genevieve Hollins, Alaska Education & Business Services, Inc.  
**SUBJECT:** FY2025 Expenditures: 7/01/2024 through 01/31/2025  
 - All Except Special Revenue Programs -  
**DATE:** February 6, 2025

## REVENUES:

	<u>Received</u>	<u>Current Budget</u>	<u>Amount Remaining</u>	<u>% Received</u>
State of Alaska - Foundation	\$ 5,169,234	\$ 8,675,092	\$ 3,505,858	59.59%
State of Alaska - One Time	577,079	1,115,538	538,459	51.73%
State of Alaska - TRS On Behalf <sup>1</sup>	-	785,902	785,902	0.00%
State of Alaska - PERS On Behalf <sup>1</sup>	-	48,240	48,240	0.00%
City of Nome	1,327,111	3,400,000	2,072,889	39.03%
Impact Aid - U.S. Government PL-874	872	90,000	89,128	0.97%
E-Rate	1,320,899	2,641,798	1,320,899	50.00%
Earnings on Investments	156,169	200,000	43,831	78.08%
Other (Fees/Gate/Rentals/Donations)	190,539	340,000	149,461	56.04%
Transfer In From Other Funds	600,000	600,000	-	100.00%
Decrease (Increase) of Fund Balance		239,845	239,845	0.00%
Pupil Transportation (Fund 205)	315,699	560,975	245,276	56.28%
Food Service (Fund 255)	256,541	847,000	590,459	30.29%
<b>TOTAL REVENUES</b>	<b>\$ 9,914,143</b>	<b>\$ 19,544,390</b>	<b>\$ 9,630,247</b>	<b>50.73%</b>

(Excluding Federal Special Revenue Programs)

## EXPENDITURES:

	<u>Expended &amp; Encumbered</u>	<u>Current Budget</u>	<u>Amount Remaining</u>	<u>% Expended</u>
General Fund (100)	\$ 8,412,060	\$ 18,136,415	\$ 9,724,355	46.38%
Pupil Transportation (205) <sup>2</sup>	604,664	604,664	-	100.00%
Food Service Fund (255)	375,058	847,000	471,942	44.28%
<b>TOTAL EXPENDITURES AND ENCUMBRANCES</b>	<b>\$ 9,391,782</b>	<b>\$ 19,588,079</b>	<b>\$ 10,196,296</b>	<b>47.95%</b>

Percentage of Revenue Budget Recvd: 50.73%  
 Percentage of Budget Expended: 47.95%  
 Percentage of Year Passed: 58.90%

Days of Expenditures for this Fiscal Year: 215 Days

Remaining in Fiscal Year for Expenditures: 150 Days

Checking Account Bank Balance as of January 31, 2025 - \$7,433,125  
 CDs Bank Balance as of January 31, 2025 - \$2,093,236  
 Northrim Checking Bank Balance as of January 31, 2025 - \$2,500



<sup>1</sup>PERS and TRS On-Behalf Revenues (and expenses) will be recorded at year-end after receipt of State's final On-Behalf report. This is only a book entry and no funds come through the District's bank account.

<sup>2</sup>All regular route costs are encumbered for the year. Budgeting to use ~ \$43,000 of Pupil Transp Fund Balance.

## **Public Comment Statement**

The Board of Education welcomes community member input during meetings about issues on or not on the agenda. The Board is not able to respond directly to you during Public Comment; the Board may decide at the end of the meeting during Board Member Comment to discuss your topic at a work session, regular meeting, or direct the Superintendent to look into a situation further.

The Board may not speak about subjects that are protected by legal confidentiality such as specific student discipline issues or personnel issues that could disparage or slander district employees.

The general guideline is approximately three minutes per speaker; however, additional time is allowable if needed. When you speak to the Board, please state your first and last name for the record.

## SCHOOL BOARD COMMUNICATION

**Title: Board Policies for 2nd Read**

**Date: February 11, 2025**

**Administrator: Jamie Burgess, Superintendent**

**Attachments: Board Policies**

**Action Needed**    **For Discussion**    **Information**    **Other**

## BACKGROUND INFORMATION

The Board passed the following policies through first read at the January 2025 Board Meeting.

The following policies and/or revisions are recommended for second read and adoption:

BP 5141.51 – At Risk Youths – updates the policy to include best practice language and clarify districts should be active in identifying students in need of aid.

## ADMINISTRATIVE RECOMMENDATION

The administration recommends second read and adoption of BP 5141.52 At Risk Youths.

**Sample Motion: I move to approve the second read and adoption of BP 5141.52 At Risk Youths.**

## **BP 5141.51 AT-RISK YOUTHS**

The School Board recognizes that complex social and historical factors have contributed to the inequities our students face and acknowledge these inequities can create disparities for student, putting them at higher risk for failure. The School Board is committed to addressing these disparities which may contribute to students' risk of school failure. District personnel must be concerned for the personal development of students, as well as their academic development. The district shall identify students where the district has fallen short in supporting both academic and societal needs of students by reviewing assessments, evaluations, and other information as needed.

The Superintendent or designee shall investigate and recommend programs and remove barriers that address the needs of at-risk youths. At-risk youths include, but are not limited to, those students who abuse drugs or alcohol, engage in self-harm or express suicidal ideations, have serious attendance problems, drop out of school, are abused or neglected, are experiencing homelessness, or are pregnant or parenting minors. The School Board believes that all students can succeed and will work to ensure students are empowered to find their purpose and pathway.

Program planning should examine, but is not limited, to the following:

1. Classroom learning experiences and the integration of primary prevention programs into the classroom.
2. Staff professional development.
3. District liability.
4. Community resources.
5. Crisis response/intervention teams.
6. Peer counseling.
7. Parent/guardian education.
8. Student Study Teams.
9. Kindergarten through 12 counseling and guidance curriculum.
10. Attendance and policy procedures.
11. Student discipline.
12. Alternative programs.

*(cf. 5131.6 - Drugs, Alcohol and Tobacco)*

*(cf. 5141.4 - Child Abuse and Neglect)*

*(cf. 5141.52 - Suicide Prevention)*

*(cf. 5141.41 – Sexual Abuse, Sexual Assault and Dating Violence Awareness and Prevention)*

*(cf. 5146 - Married/Pregnant/Parenting Students)*

*(cf. 5147 - Dropout Prevention Program)*

*(cf. 5148 - Child Care)*

(Revision date)

Revised 3/2016

## SCHOOL BOARD COMMUNICATION

**Title: FY26 Certified Staff Contract Offers**

**Date: February 11, 2025**

**Administrator: Jamie Burgess, Superintendent and Elizabeth Korenek-Johnson, Assistant Superintendent for HR**

**Attachments: Non-Tenured and Tenured Staff for Renewal**

**Action Needed**    **For Discussion**    **Information**    **Other**

## BACKGROUND INFORMATION

The attached list of tenured and non-tenured teachers are recommend to receive a contract offer for the 2025-2026 school year. Teachers listed below are non-tenured teachers who will receive tenure upon their return for next year.

Annas, Emily (ACSA)  
Brown, Aaron (NBMHS)  
Sanders, Victor (NES)  
Simpson, Peggy (NES/ACSA)  
Wharry, Ryan (NBMHS)

## ADMINISTRATIVE RECOMMENDATION

The administration recommends contract offers for all tenured and non-tenured certified staff as presented for the 2025-2026 school year.

**Sample Motion: I move to approve contract offers for all tenured and non-tenured certified staff as presented for the 2025-2026 school year.**

CERTIFIED STAFF  
RECOMMENDED FOR CONTRACT OFFERS FOR 2025-2026

**NON-TENURED** \*indicated staff who will receive tenure upon return for the FY26 school year

Anvil City Science Academy

\*Emily Annas  
Kastyn Lie  
Keane Richards

Nome Elementary School

Dorcas Anunda  
Nigel Bolanio  
Dorin Cadayday  
Rey Cahoy  
Margaret Castel  
Lyn DeLaPeña  
Emmett Foster  
Anne Madonia  
Luchie Papalid  
\*Victor Sanders  
\*Peggy Simpson  
Tamara Thompson

Nome-Beltz Middle/High School

Mary Jane Abangan  
Jennifer Berry  
Deborah Badertscher  
\*Aaron Brown  
Gina David  
Ruby Gomez  
Ryan Horton  
Lovely Manay  
\*Erika Rhodes  
Richard Sargent  
Stacey Spencer  
Mary Ulroan  
\*Ryan Wharry

**TENURED**

Anvil City Science Academy

Rachel Ventress

Nome Elementary School

Janet Balice

Jason Brown

Kim Erikson

Julie Fabignon-Cross

Ian McRae

Heidi Secor

Jennifer Shreve

Matthew Slingsby

Meghan Ten Eyck

Nome-Beltz Middle/High School

Patrick Callahan

Douglas Coulter

Michael Deering

Rachel Finney

Holly Harlow

Justin Heinrich

Sarah Liben

Jill Peters

Misty Tweet

Phyllis Walluk

Rosa Wright

## SCHOOL BOARD COMMUNICATION

**Title: Approval of Revised Project Management/Owner’s Representative Proposal for NBMHS Roof Replacement Project with Fremonti, LLC.**

**Date: February 11, 2025**

**Administrator: Jamie Burgess, Superintendent**

**Attachments: Fremonti, LLC Revised Proposal**

**Action Needed**     **For Discussion**     **Information**     **Other**

## BACKGROUND INFORMATION

Note: This item was tabled from the January BOE Regular Meeting.

The District wishes to contract with John Mortenson with Fremontii, LLC to provide owner’s representative/project management services for the upcoming NBMHS Roof Replacement project. The District’s maintenance director is unable to provide these services in-house due to short-staffing in his department.

Mr. Mortenson provided excellent service in this capacity for the district’s recent DDC Control System project. There is adequate funding in the state-approved/funded budget to cover his services.

Board Member Jon Gregg and City Engineer John Blees worked with the Superintendent to recommend revisions to the proposal, which were accepted by Mr. Mortenson

## ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the revised proposal from Fremontii, LLC to provide owner representative/project management services for the NBMHS roof replacement project.

**Sample Motion: I move to approve the revised proposal from Fremontii, LLC to provide owner representative/project management services for the NBMHS roof replacement project.**



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**Fremontii, LLC. Scope of Work and Fee Contract For  
Owners Representation and Project Management Consulting  
Nome Public Schools Nome Beltz High School Reroof**

**Project**

**Submitted To:**

**Nome Public Schools**

**P.O. Box 131**

**Nome, AK 99762**

**February 6, 2024**



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## **Project Background**

This project scope is derived from plans named “Nome Beltz HS Reroof” by the Architectural firm of McCool, Carlson, & Green dated December 22, 2020, and the project is located at Nome Beltz Jr/Sr High School, 3.5 Teller Hwy, Nome, AK 99762. This project scope is also based on bid documents and technical specifications dated November 2024, prepared by the City of Nome, 102 Division Street, PO Box 281, Nome, Alaska 99762, for Nome Public Schools District, PO Box 131, Nome, Alaska 99762.

As the Owners Representative Project Management Consultant, Fremontii, LLC. will provide overall Owners Representation and Project Management Consulting services for the renovation construction of the Nome Public Schools Nome Beltz High School Reroof. The project duration is expected to be 12 months but could go up to two years. Services will be provided as soon as the Contract is approved and will conclude when Nome Public Schools accepts the last of the close-out items as final.

### **PMC duties include:**

1. General Management
  - a. Work with the Nome Public Schools Staff (Owner), McCool, Carlson, & Green (Architect), and UIC Construction, LLC. (Contractor) to identify any issues with the work scope, schedule, and budget.
  - b. Act as the Owners Representative Project Management Consultant for Nome Public Schools and the Nome Beltz High School Reroof project.
  - c. Contract Administration.
  - d. Negotiating with Contractor to add alternates.
  
2. Construction
  - a. Provide necessary on-site coordination and inspection to ensure contract design and specification compliance.
  - b. Coordinating submittals, DCVRs/RFIs with DOR and tracking.
  - c. Ensure that local and state inspections have been completed as necessary.
  - d. Attend periodic project progress meetings as an agent of Nome Public Schools, providing progress reports to School District Management as desired by Nome Public Schools.
  - e. Provide construction budget updates to School District Management.
  - f. Confirm delivery and storage of all materials, supplies, and equipment.
  - g. Take the lead in resolving any disputes arising from the performance of the Contractor and sub-contractors.
  - h. Ensure that the Contractor has an appropriate safety program in place.
  
3. Post Construction
  - a. In conjunction with the Owner, Architect, and Contractor, prepare and punch list of sub-standard work and ensure work is corrected and inspected.
  - b. Consolidate final accounting with the Owners accounting firm for the construction contract.



- c. Coordinate and confirm final lien releases and delivery of all final close-out documents including consolidation of warranty documents from contractor and maintenance and operations information.
- d. Provide final budget report to the Owner.

**Proposed Fee:**

Nome Public Schools has requested a fee proposal for this project to manage public funds responsibly.

Owners Representative Project Management Consulting fees can be established as a percentage of the construction cost or as an hourly rate with a not to exceed the cost. As requested, Fremontii, LLC. will charge a not to exceed the price fee for providing Owners Representative Project Management Consulting services for this project based on the following:

**Nome Public Schools Nome Beltz High School Reroof Projected Costs**

**NBHS Re-Roof ADEED Grant GR-19-018 Amendment Budget**

**Construction Management (by consultant) \$142,120**

**Construction \$4,737,350**

**Project Contingency \$236,867**

**Total for Construction Allocation \$5,116,337**

**Owners Representative Project Management Fee Rate:**

**Discounted NPS Hourly Rate at \$100.00 Per Hour based on a cap of \$100,000.00 with the option of extension by the owner and based on the circumstances of the project, contingency, and/or additional add alternates or square footages.**

**Projected Contract Costs:**

**Contractor UIC Construction, LLC. Grand Total Accepted Bid: \$3,946,065**

**15% Contingency Sub Total: \$591,910**

**Total Bid + Contingency: \$4,537,975**

**Owner's Representative Project Management Fee: \$100,000**

**\*Projected Reimbursable Not to Exceed Costs: \$30,844**

**Projected Grand Total Bid + Contingency + PM Fee + Reimbursable Costs: \$4,669,391**

**Budget Balance Construction Allocation Funds Minus Projected Costs**

**\$5,116,337**

**\$4,668,819**

**\$447,518 Balance**



**Reimbursables - NPS will provide lodging and a vehicle. If not available, then NPS will reimburse for outside lodging/transportation.**

<b>*Projected Reimbursable Costs Breakdown</b>	<b>Days</b>	<b>Visits</b>	<b>Totals</b>
Room/Lodging	\$250.00 3	\$750.00 12	\$9,000.00
Rental Vehicle	\$210.00 3	\$630.00 12	\$7,560.00
Fuel	\$25.00 3	\$75.00 12	\$900.00
AK Air - Anchorage to Nome (R.T.)	\$550.00	12	\$6,600.00
Taxi	\$50.00 3	\$150.00 12	\$1,800.00
Per Diem	\$75.00 3	\$225.00 12	\$2,700.00
<b>Reimbursable Costs Subtotal</b>			\$28,560.00
<b>%8 Reimbursable Cost Mark Up Cost</b>			\$2,284.00
<b>Projected Reimbursable Costs Total</b>			<b>\$30,844.00</b>

**The proposed contract price for this project is \$100,000. Any costs not accrued will not be billed for. Any costs above and beyond those stated in this Contract shall be issued and covered by additional proposal and change orders. The duration of this Agreement shall cover services for Nome Public Schools in the year 2025.**

<b>Billing Schedule</b>	<b>Cost</b>	<b>PM Fee</b>	<b>Total</b>	<b>Billings</b>
<b>Hourly:</b>		\$ 100.00	To be determined	Monthly
<b>Projected Reimbursable Costs:</b>	\$ 28,560.00	8%	To be determined	Monthly

**Reimbursable costs:**

1. Printing / Reproduction costs – Costs related to the reproduction of plans, specifications, and reports as required will be billed at cost plus %8.

**Additional Services:**

Should Fremontii. LLC. be requested to provide additional services it will be billed at the following rates with prior approval from the owner in writing.

<b>NPS Rate Professional Services Hourly</b>	<b>Rate</b>	<b>Unit</b>
Discounted NPS Hourly Rate	\$100	/hr.
Senior Project Manager	\$150	/hr.
Project Manager	\$125	/hr.
Assistant Project Manager	\$90	/hr.
Contract Administrator	\$85	/hr.
Staff Professional	\$65	/hr.
Administrative	\$60	/hr.
Clerical	\$55	/hr.



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## Fremontii, LLC. - Standard Terms and Conditions

### Definitions:

#### The following expressions shall have the following meanings:

- "Owners Representative" or "Project Manager" or "Project Management Consultant" means Fremontii, LLC., P.O. Box 3288, Homer, AK 99603.
- "Client" means any person who purchases Products and/or Services from the Owners Representative Project Management Consultant.
- "Products" means any materials sold or delivered by the Owners Representative Project Management Consultant to the Client.
- "Proposal" means a quotation or other similar document from the Owners Representative Project Management Consultant describing the Services or Products.
- "Services" means the project management services as described in the Contract.
- "Terms and Conditions" means the terms and conditions of supply of Products and/or Services as set out in this document and any subsequent terms and conditions agreed in writing by the Owners Representative Project Management Consultant.
- "Agreement" means the Contract between the Owners Representative Project Management Consultant and the Client for the provision of the Services incorporating these Terms and Conditions.
- "Arbitrator" is the party nominated to resolve a dispute between the Owners Representative Project Management Consultant and the Client.

### General:

These Terms and Conditions and the Contract shall apply to the supply of Services by the Owners Representative Project Management Consultant to the Client and supersede any other documentation or communication between parties. The Terms and Conditions take precedence in any contradiction regarding this Contract.

Any variation to these Terms and Conditions must be agreed to in writing by the Owners Representative Project Management Consultant.

Nothing in these Terms and Conditions shall prejudice any condition or warranty, express or implied, or any legal remedy to which the Owners Representative Project Management Consultant may be entitled in relation to the Services, by virtue of any statute, law, or regulation.

### Contract:

The Client must accept the Contract in its entirety.

This contract does not constitute an employee/employer relationship between Fremontii, LLC and Nome Public Schools.



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## **Products and/or Services and Delivery:**

The Products and/or Services are as described in the Contract.

The Project Manager must agree to any variation to the Products and/or Services in writing.

The Services shall commence on the date agreed between the Parties and continue until the Services have been provided or delivered unless terminated according to the terms of this Agreement.

The Services shall be carried out at the place of work of the Owners Representative Project Management Consultant or the Client or any other location that the Owners Representative Project Management Consultant deems appropriate.

Dates given for the delivery of Services are estimates only and not guaranteed. Time for delivery shall not be of the essence of the Agreement. The Owners Representative Project Management Consultant shall not be held liable for any loss, costs, damages, charges, or expenses caused directly or indirectly by any delay in the delivery.

## **Performance:**

Fremontii, LLC., its employees, sub-contractors, and vendors will exercise and follow accepted standard industry practices, policies, and procedures. No warranties, expressed or implied, are made concerning Fremontii, LLC. performance, unless agreed to in writing. Fremontii, LLC. is not a guarantor of the directed project services, and responsibility is limited to work performed for the Client.

Fremontii, LLC., is not responsible for negligent acts of the owner, client, architects, engineers, contractors, sub-contractors, nor for third parties not under its direct control. Fremontii, LLC. shall not be liable for any reason for any special, indirect, or consequential damages, including loss of use and/or loss of profit Fremontii, LLC, without independent verifications.

## **Governing Law:**

This Contract shall be governed by the laws of the State of Alaska, and any lawsuits brought thereon shall be filed at the Judicial District Court in Nome, Alaska.

## **Insurance:**

Fremontii, LLC. maintains commercial general liability insurance, automobile liability insurance, workers compensation, and employer's liability insurance for employees performing under their contracts.

## **Force Majeure:**

Neither party shall be liable for any delay or failure to perform any of its obligations if the delay or failure results from events or circumstances outside its reasonable control, including but not limited to acts of God, strikes, lockouts, accidents, war, fire, breakdown of plant or machinery or shortage or unavailability of raw materials from a natural source of supply. The party shall be entitled to a reasonable extension of its obligations.



**Indemnity:**

Fremontii, LLC. is not required to indemnify, defend, or hold harmless the Client for a claim of, or liability for, independent negligent acts of the Client

Fremontii, LLC., shall indemnify, defend, and hold the Client, agents, and employees harmless from and against all claims, demands, suits, and liability of any nature under this Agreement resulting from negligent acts of Fremontii, LLC., Fremontii, LLC.'s officers, agents, and sub-contractors who are directly responsible to Fremontii, LLC.

**Change Orders:**

Any alteration or deviation from the Services mentioned or any other contractual specifications that result in a revision of this Agreement shall be executed and attached to this Agreement as a change order ("Change Order").

**Payments:**

Payments for Fremontii, LLC services shall be made after the Client approves Fremontii, LLC. billing invoices. The Client shall review and approve each invoice and pay the invoice amount within 30 days of approval. If the owner does not approve a submission, it shall be returned to Fremontii, LLC. for revision.

**Billing:**

Fremontii, LLC. will invoice monthly progress payments. All invoices shall be due and payable upon receipt. Interest charges of 2.5% per month may be assessed for unpaid balances beyond 60 days past due. It is agreed that in the event of the Client's failure to make payments in compliance with this Agreement, Fremontii, LLC., at its option, may terminate all services in connection with this Agreement.

**Termination of Contract:**

Either party may terminate this Contract upon 30 days written notice, should the other party fail to perform under the terms and conditions herein substantially. In the event of termination, the consultant shall be paid compensation for services performed and reimbursable expenses incurred. Fremontii, LLC. reserves the right to complete analysis and records as necessary to put files in order and were considered necessary to protect our professional reputation.

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Jamie Burgess  
Superintendent Nome Public Schools

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Date

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John Mortensen  
President Fremontii, LLC.

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Date