

MEMORANDUM

TO: Board of Education

FROM: Taw Lindsey
Superintendent of Schools

RE: ACTION ITEM

Date: May 26, 2026

Status: Seeking Board approval to enter into a MOA with the Alaska Council of School Administrators (ACSA) for an *Alaska Teacher Workforce Development Initiative (ATWAI)*.

Option 1: The Board may choose to approve the above action item as listed.

Option 2: The Board may choose to *not* approve the above action item as listed.

Recommendation: The Superintendent recommends the Board to approve the above action item as listed.

Issue Summary:

The District has committed to implement the Visible Learning System during the 2026-27 school year. This system aligns with the goals identified during the accreditation process last school year. The *ATWAI MOA with ACSA* provides the framework, professional development, and consultants necessary to properly implement the Visible Learning system. It is a partnership with ACSA and several other school district in Alaska carried out in a cohort-type program.

May 15, 2026

Alaska Teacher Workforce Advancement Initiative (ATWAI)
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement will guide the partnership created to apply for a federal Teacher and School Leaders Incentive Program grant (CFDA 84.374A)

~~Purpose of Agreement: The Alaska Council of School Administrators (ACSA), and the school districts of Petersburg School District, Kuspuk School District, Kodiak Island Borough School District, Hoonah School District, Wrangell School District, Yakutat School District, Haines School District, Annette Island School District and the Fronteras Charter School (Matanuska Susitna Borough School District) are applying as a partnership to the federal Teacher and School Leader Incentive Program (TSL; CFDA number 84.374A). If awarded, this application will improve and expand each district's Human Capital Management System (HCMS) for teachers, principals, principal teachers, district office Coordinators and Directors, Superintendents, other school leaders and paraprofessionals.~~

This Memorandum details the activities each member of the Consortium will perform and binds each member to the assurances made in the application, per CFR § 75.127 - 75.129. The title of this project will be *Alaska Teacher Workforce Advancement Initiative (ATWAI)*.

The Alaska Council of School Administrators (ACSA) will:

- Be the Applicant for the Partnership
- Construct and submit required USDOE programmatic and fiscal reports
- Provide overall grant management and coordination functions, such as scheduling meetings and matching District's professional development needs to consultant's expertise
- Chair the *ATWAI* Project Management Team (PMT) which is responsible for overall project coordination and meets twice a month
- Coordinate evaluation tasks between the evaluator and districts
- Keep separate financial records for this project, and ensure that Districts are following federal requirements for expenditures
- Ensure *ATWAI*-connected professional learning activities are integrated into existing ACSA Institutes and Academies, such as Alaska RTI / MTSS Conference
- Keep the project on track and on-schedule
- Monitor budget expenditures to ensure resources are being expended according to schedule
- Develop and implement a plan to communicate among the consortium and consultants

- Recruit and provide support systems for educators taking part in the micro-credentialing activity of this project and the AASA National Superintendent Certification
- Be responsible for match requirement documentation, and serve as the central repository for those documents
- Coordinate the *ATWAI* summer meeting
- Publicize *ATWAI* project statewide
- Attend required annual federal project meetings

The school districts will each:

- Name a representative to participate in biweekly videoconferences of the Project Management Team (PMT), which deals with overall project implementation plans, consultant scheduling, resources allocations, formative evaluation findings and subsequent project modifications, etc.
- Convene a District Coordination Team (DCT) to run *ATWAI* on the district level, which includes such tasks as devising schedules for professional development, making requests for professional development expertise in such project areas as Visible Learning, and the NIET PLC and teacher leadership structures.
- Work with consultants on district-selected HCMS issues, such as refining evaluation instruments, linking evaluations to professional development, and Performance-Based Compensation Systems (PBCS)
- Establish a PBCS developed in Year 1
- Establish Instructional Leadership Teams (ILTs) in every school, or, if small schools, a consortium of those schools
- Establish Professional Learning Communities (PLCs) in every school, or, if tiny schools, a consortium of those schools
- Produce identity neutral teacher and principal evaluation data requested by the National Institute for Excellence in Teaching (NIET) to use as part of a review of the district's evaluation system; grant funds will be used to pay for district staff time/overtime needed to retrieve the data
- Introduce *ATWAI* consultants to district staff, explain purpose of their professional development, and provide adequate space to conduct professional development
- Promote and ensure participation of educators in *ATWAI* micro credential courses
- Review match requirement documentation for use by staff when engaging in *ATWAI* activities outside of district paid time, with the aim being ease of use
- Collect match documentation and forward to ACSA Project Director for use in financial reporting

SIGNATURE BLOCK

Signed:

Elizabeth S. Parady, Executive Director
Alaska Council of School Administrators

Susan Nedza, Superintendent
Hoonah School District

Lilly Boron, Superintendent
Haines School District

Cyndy Mika, Superintendent
Kodiak Island Borough School District

Joshua Garrett, Superintendent
Wrangell School District

Madeline Aguijard, Superintendent
Kuspuk School District

Carol Pate, Superintendent
Yakutat School District

Robyn Taylor, Superintendent
Petersburg School District

Taw Lindsey, Superintendent
Annette Island School District

Randy Trani, Superintendent
Matanuska Susitna Borough School District

Sandy Perez, Principal
Fronteras Charter School / Matanuska Susitna Borough School District

DRAFT



Taw Lindsey <tlindsey@aisdk12.org>

2026 TSL Grant, District DRAFT MOA for Review + DocuSign Directions

1 message

Sam Jordan <sjordan@alaskaacsa.org>

Thu, May 14, 2026 at 4:50 PM

To: Susan Nedza <nedzas@hoonahschools.org>, Robyn Taylor <rtaylor@pcsd.us>, "cyndy.mika@kibsd.org" <cyndy.mika@kibsd.org>, Joshua Garrett <jgarrett@wpsd.us>, "maguillard@kuspuk.org" <maguillard@kuspuk.org>, Taw Lindsey <tlindsey@aisdk12.org>, Lilly Boron <lboron@hbsd.net>, Carol Pate <carolp@yakutatschools.org>
Cc: "dcrevensten@gmail.com" <dcrevensten@gmail.com>, Nuri Johnsen <njohnsen@alaskaacsa.org>, Kelly Tonsmeire <ktonsmeire@alaskaacsa.org>, Ricardo Valdez <ricardo@rgicorporation.com>

Dear TSL District Partners,

Attached is a copy of the ATWAI TSL grant district MOA. As you will see, it details what ACSA will do and what district will be expected to do. We know that some of you need to pass this by your school board prior to signing. We also wanted everyone to have a copy to review. **Please keep this private and do not share beyond any necessary personnel.**

Tomorrow, you will receive a DocuSign link for your signature. If you need to wait to sign, that is fine. Just come back to that link when you are ready and have your necessary authorizations. If you are ready to sign, please do that. The completed document will become part of our grant proposal.

Please feel free to contact me with any questions.

Sam Jordan



The Alaska Council of School Administrators


Leadership, Unity & Advocacy for Public Education

234 Gold Street, Juneau, AK 99801 Phone: (907) 364-3880

Web: www.alaskaacsa.org

Blog: ouralaskaschools.edublogs.org

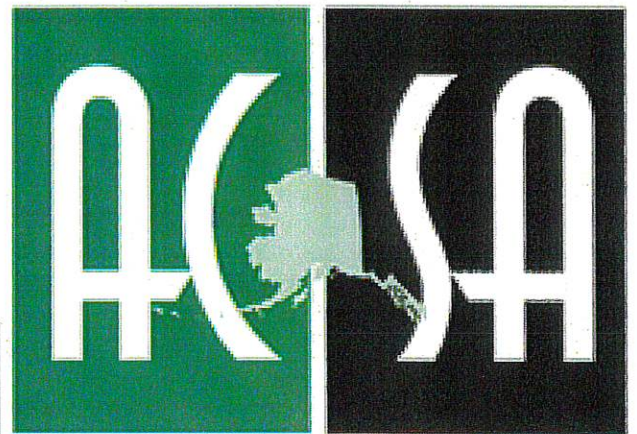
I live and work on Dena'ina Elnena/Ahtna Nenn' land

 2026 ATWAI District MOA Draft for Review.pdf
619K

Teacher and School
Leader (TSL) Grant
Proposal 2026

- District Partnership Mtg

ALASKA COUNCIL



OF SCHOOL ADMINISTRATORS

What Is the TSL Grant Program?

- 3-Year grant program, with years 4-5 extension possible
- Run by the US Dept of Labor, on behalf of US Dept of Education
- Human Capital Management Systems (HCMS)
- Performance Based Compensation Systems (PBCS)
- Required a 50% match
- Proposals Due June 9, 2026
- Grants awarded Sept 2026



Why ACSA Wants to Apply

- Focuses on retention and recruitment strategies
 - PBCS
 - HCMS
- Focuses on AK educator workforce development
- Focuses on Educator Professional Development
- Allows Alaska to take part in a national conversation about school effectiveness
- ACSA has a 6-year investment in the work and an effective grant structure



IPRARS and RTBAK

- IPRARS (Oct 2020-Sept 2023)
 - 4 school district partnerships
- RTBAK (Oct 2023-Sept 2026)
 - 7 school district partnerships
- Strong implementation
- Strong partnerships
- Instructional improvement
- Retention and Recruitment Progress



ACSA's Vision for the Next TSL Grant

- ACSA as lead agency, fiscal agent
- 8-9 Alaska school district partners
 - Mix of legacy and new school districts
- State/National Partners
 - National Institute for Excellence in Teaching (NIET)
 - Corwin Publishing
 - AERRC
 - RGI (grant evaluation)
- Robust professional development arc
- State and national conference access (RTI/MTSS, NIET, Corwin AVL and others)



20 YEARS



Intended Outcomes for next TSL grant

Increased student achievement	Aligned District Instructional Plans and Learning Standards
Comprehensive Human Capital Management Systems (HCMS)	Job Embedded, Research-based Professional Development (e.g. bi-annual webinars and asynchronous micro credentials).
Teacher Leaders (TLs) in All Schools	Evaluation Systems That Connect to Professional Development
Efficient Professional Learning Communities (PLCs)	District-Specific Performance Based Compensation (PBC) Systems
Refined Evaluation systems	Teacher Recruitment and Retention Strategies, Including a Teacher Career Ladder
<i>Visible Learning</i> Trained Teachers and Administrators	Nationally-certified Superintendents (AASA)

District Questions



Next Steps for TSL Grant Development

- ACSA will lead a grant writing process
 - Hired Doug Crevensten as lead writer
- Provide district data needed for grant application
- Sign MOA for grant participation
- Provide district letter of support
- Support the grant proposal development
 - Weekly meetings
 - Review grant sections as needed

