

NWABSD Board Retreat  
Friday, October 15, 2021 8:30 AM

District Office Boardroom  
744 Third Ave.  
Kotzebue, AK 99752

## **Agenda**

1. WELCOME, INTRODUCTIONS, AGENDA OVERVIEW AND RETREAT NORMS  
**Presenter:** Margaret Hansen, President
2. NWABSD PROGRAMS OVERVIEW  
**Presenter:** Director Presentations
3. SCHOOL SUPPORTS  
**Presenter:** Susan Mckenzie, Director Division of Innovation and Education Excellence
4. MICROSOFT TEAMS AND BOARDBOOKS TRAINING  
**Presenter:** Amy Eakin, Director of Technology & Erin Nelson, Executive Assistant
5. DEPARTMENT OF LABOR AND GRANTS OVERVIEW  
**Presenter:** Greg Cashen, Asst. Director of Department of Labor & Workforce Development
6. LEGISLATIVE UPDATE AND PRIORITIES  
**Presenter:** Christine Hess, Reggie Joule & John Walsh; Margaret Hansen, Board President
7. IN-SERVICE SURVEY RESULTS  
**Presenter:** Dana Orton, Director of Curriculum & Instruction
8. WRAP-UP  
**Presenter:** Margaret Hansen, President



## NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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

### BOARD OF EDUCATION RETREAT AGENDA – OCTOBER 15-16, 2021

CONDUCTED VIA MICROSOFT TEAMS

CALL-IN: 1-833-682-3239 or 1-907-308-3192 CODE: 302 248 474#

#### Friday, October 15, 2021

- 8:30 AM Welcome, Introduction, Agenda Overview and Retreat Norms  
*Margaret Hansen, Board President*
- 9:00 AM NWABSD Programs Overview  
*Director Presentations*
- 10:45 AM BREAK
- 11:00 AM School Supports  
*Susan McKenzie, Director Division of Innovation and Education Excellence*
- 12:00 PM LUNCH
- 1:00 PM Microsoft Teams and BoardBooks Training  
*Amy Eakin, Director of Technology & Erin Nelson, Executive Assistant*
- 2:00 PM Department of Labor Grants Overview  
*Greg Cashen, Asst. Director of Department of Labor & Workforce Development*
- 2:30 PM Legislative Update and Priorities  
*Christine Hess, Reggie Joule & John Walsh; Margaret Hansen, Board President*
- 3:15 PM BREAK
- 3:30 PM In-Service Survey Results  
*Dana Orton, Director of Curriculum & Instruction*
- 4:00 PM Wrap-up  
*Margaret Hansen, Board President*

#### Saturday, October 16, 2021

- 9:30 AM Opening and Board Comments  
*Margaret Hansen, Board President*
- 10:00 AM Student Performance/ Assessment Results (PEAKS & MAPs)  
*Perrian Windhausen, Director of Student Services*
- 10:30 AM Budget & Investments Overview  
*Megan Williams, Director of Administrative Services*
- 12:00 PM LUNCH
- 1:00 PM Board Legalities  
*Jeannie Sleeper, Esq. – JDO Law*
- 2:30 PM BREAK
- 2:45 PM Mitigation Plan & COVID-19 Updates  
*Amy Eakin, Director of Technology*
- 4:00 PM Wrap-up & Board Comments  
*Margaret Hansen, Board President*

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

# NWABSD



## Leading the Way

Terri Walker, Superintendent  
Scott Lefebvre, Assistant Superintendent  
Box 51 • Kotzebue, AK 99752  
907.442.1802

[twalker@nwarctic.org](mailto:twalker@nwarctic.org)

*Serving the communities of:*

Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk  
Kotzebue • Noatak • Noorvik • Selawik • Shungnak

# **Welcome New and Returning Board Members!**

## **Agenda**

### **NWABSD Programs Overview**

- **Organization**
- **Program Responsibilities Chart**
- **Director & Principal Lists**
- **Department Overviews**



# Foundational Statements

## MISSION

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

## VISION

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



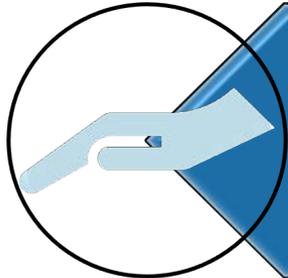
# NWABSD Strategic Plan

## January 2021 – June 2022



### Goal 1: Student Learning

This strategic plan was designed for the gap between the previous 2015-2020 Strategic Plan and the next 5-Year plan.



### Goal 2: Student Safety

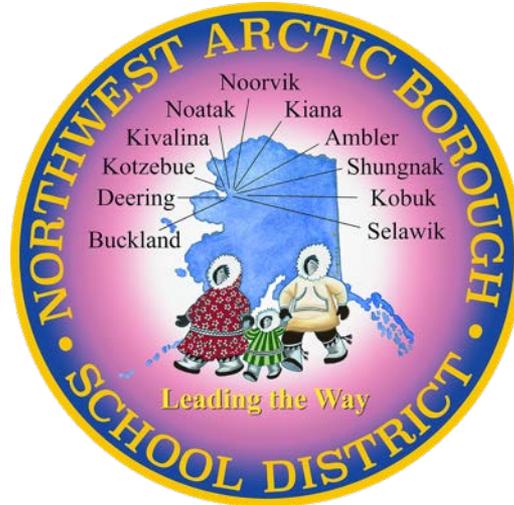
This strategic plan spans an 18-month time that may require COVID-19 learning mitigations.



### Goal 3: Family Support and Engagement

The July 2022 – 2027 Strategic Plan will be in development throughout this year.

# NWABSD Programs Overview



# ORGANIZATION

## *Regional School Board - 11-member regionally-elected governing body*

### **Superintendent of Schools**

- I. Assistant Superintendent
  - a. Bilingual/Bicultural Program
  - b. Activities Program
- II. District Office Department Directors
  - a. Administrative Services
  - b. Curriculum
    - i. Regular Education Curriculum
    - ii. Professional Development
  - c. Human Resources
  - d. Maintenance
  - e. State and Federal Programs
  - f. Student Services
    - i. Special Education
    - ii. Assessment & Data
    - iii. Counselling
    - iv. Early Learning & Family
  - g. Technology
- III. 13 Pk-12 Grade Schools and Principals
- IV. Alaska Technical Center
  - I. STAR Magnet School
  - II. Career & Technical Education



Terri Walker  
Superintendent



Scott Lefebvre  
Assistant Superintendent



# NWABSD 2021-2022 Program Responsibilities

**Terri Walker, Interim Superintendent**  
**Secretary: Erin Nelson**

NWABSD Board of Education, Curriculum/Instruction, Student Services, State/Federal Programs; Instructional Technology & Information Services, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan and Capital Projects  
*Capital Projects Consultant: Kathy Christy*

**Scott Lefebvre, Assistant Superintendent**

**Administrative Assistant/Public Relations: Eugene Wilkerson**

Programs Directors, Inter-Agency Program Collaboration, Communications, Site Improvement Plans, District Improvement Plan, Child Abuse Reporting, Board Policies, Student Suspensions, Sex/Gender Equity Contact, Title IX Coordinator, Inupiaq Program, Student Accident Reports  
*Inupiaq Coordinator: Raymond Woods*  
*Student Activities: Brett Slaathaug*

**Dana Orton**

**Director of Curriculum/Instruction**

Pre-K-12 Curriculum & Instruction, Professional Development, Graduate Follow-up, Post-Secondary Collaboration, Inservice Evaluations, Classroom Schedules, Tech Prep, Chukchi Campus – UAF, Dual Credit, VTC Course Schedule, Career Exploratory 6-8 Education, Career, Awareness K-5 Education, School and Industry Workforce Development, Partnerships, NWABSD Homeschool, Multi-tiered Support Systems (MTSS), Progress Monitoring  
*Curriculum Specialist: Kimberly Addington*  
*VTC Teacher: Dominic Ding*  
*Distance Learning: Joe Groves*

*Site Liaison – Ambler, Kobuk, June Nelson Elementary*

**Perrian Windhausen**

**Director of Student Services**

**Assistant Director: Tony Jones**  
**Secretary: Byrd Carter**

Pre-K-12 Special Education, Immunizations, Itinerant SPED Services, Extended School Year Services, Child Find, 504 Plans, Counseling/Counselors, Youth Leaders, Attendance, Assessment Testing, Student Data/Records/Stats, Assessment Staff Development, Graduate Transcripts, Report Card to the Public, Limited English Proficiency, Gifted/Talented, Work Keys Assessment  
 Student Information Services (PowerSchool)  
 Student Data/Records/Stats, Alaska Career Info System Administration, Student Online Portfolio

*ECE/ELF Coordinator: Wanda Baltazar*  
*SpEd Compliance Specialist: Francis Gage*  
*Data Specialist/District Test Coord: Robin Gage*  
*Teacher Specialist: Laurie Hebert*  
*ELF Program Associate: Maureen Nolan*  
*OT/ELF Coordinator: Tracey Schaeffer*  
*Admin Assistant/ Data Specialist: David Smith*

*Site Liaison – KMHS, Kivalina, Noatak*

**Janice Hadley**

**Director of Human Resources**

**Assistant Director: Jenny Myhand**

Health Insurance, Worker's Comp., PERS/TRS, Position Vacancies, Recruiting, NAEA/NAESPA, Disciplinary Actions, Grievances, Negotiations, Extra-Duty Contracts, Certification, Highly Qualified Staffing, Maintenance, Unemployment Claims, Student Accidents, Teacher Housing, Staff Evaluations, Mandatory Training, Drug/Alcohol Testing

*HR Officer: Gem Belamour*  
*Assistant HR Officer: Amie Gardner*

**Amy Eakin**

**Director of Instructional Technology & Information Services**

**Assistant Director: Paul Wood**

Pre-K-12 Instructional Technology  
 Technology Staff Development  
 Technology Plan & Policies, eRate  
 Inter-agency Technology Collaboration  
 Technology Grant Funds, Digital Citizenship  
 Computer Installation/Maintenance  
 Resource Technology Leaders, Network, Telecommunications, Video Teleconference (VTC)  
 Technology Purchases

*Computer Support Technician: Ken Hong*  
*Computer Support Technician: Eric Leckman*  
*Computer Support Technician: Kayla Martinez*  
*Technology Coordinator: Conor McCoy*

*Site Liaison – STAR, Kiana, Noorvik, Shungnak*

**Joy Cogburn**

**Director of State & Federal Grants**

**Admin Assistant: Loretta Kittrell**

ESSA Grant Funding:  
 Application, reports and compliance issues  
 Site Improvement Plan development support  
 School Climate, Safety and Academic Services Grant  
 Indian Education Grant  
 Migrant Education recruiting activities  
 Grant Budget development and revisions  
 Supervision of grant fund applications, activities and records  
 Extended School Programs/Summer School Programs  
 PAC/tribal consultation  
 Emergency Preparedness, Drivers Education

*Program/Development Specialist: Scott Martin*

*Site Liaison – Selawik, Buckland, Deering*

**Megan Williams**

**Director of Administrative Services**

**Assistant Director: Amber Colvin**

Budget Coordination  
 General Fund and Grant Accounting  
 Federal, State & Local Financial Reporting  
 Administrative Technology  
 Internal Audit  
 Payroll & Employee Benefits  
 Purchasing  
 Accounts Payable & Receivable  
 Food Service

*Accountant: Herman Barger*  
*Accounts Payable: Lois Booth*  
*Food Service Tech:*  
*Purchasing Agent: Brad Eisel*  
*Payroll Officer: Rosie Garoutte*  
*Assistant Payroll Officer: Clara Henry*  
*Accounting Tech: Amanda Kenworthy*  
*NMS Food Service: Linda McDermott*  
*Accountant: Kim Rotman*

**Jay Denton**

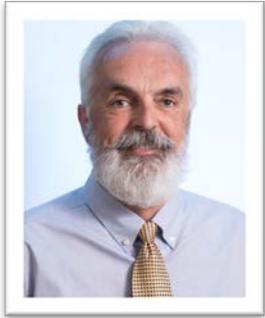
**Director of Alaska Technical Center**

**Assistant Director: Shane Fillhart**

**Secretary: Karen Uhl-Sours**

Industry Liaison  
 Star of the Northwest Magnet School, General Education Development (GED)  
 Statewide Adult Vocational Training: business, management, marketing and related support service; construction trades; health professions and related programs, mechanics and repair technologies; and transportation and materials moving

*STAR Principal: John O'Neal*  
*Recruiter/ Administrator: Registrar: Lori Jorgensen*  
*Health Occupations Instructor: CTT Instructor: Andrew Bell*  
*Process Tech Instructor: AAE Instructor: Kylene Lie*



Jay Denton (acting)  
Alaska Technical Center



Megan Williams  
Administrative Services



Dana Orton  
Curriculum



Janice Hadley  
Human Resources



Craig McConnell  
Maintenance



Joy Cogburn  
State & Federal Programs



Perrian Windhausen  
Student Services



Amy Eakin  
Technology



# Directors



Sarah Hutchison  
Ambler



Jeremy Millard  
Buckland



Brenda Noe  
Deering



James Stewart  
Kiana



Lyle Melkerson  
Kivalina



Steve Cunningham  
Lead Teacher  
Kobuk



Faith Jurs  
June Nelson  
Elementary



Zonda Martin  
Kotzebue Middle  
High School



Patrick Macy  
Noatak



Kathryn Self  
Noorvik



Karla Head  
Selawik



Roger Franklin  
Shungnak



John "Rob" O'Neal  
STAR Magnet School

# Principals



# Assistant Superintendent



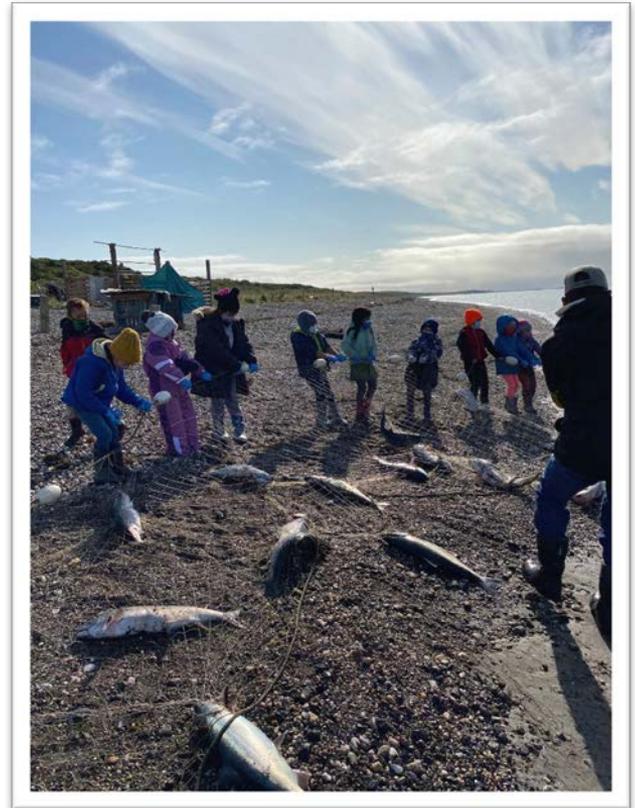
# Iñupiaq Program



Qaliaq Raymond Woods  
Iñupiaq Program  
Coordinator



Salaktuna Sandra Kowalski  
Iñupiaq Program Volunteer



# Iñupiaq Program

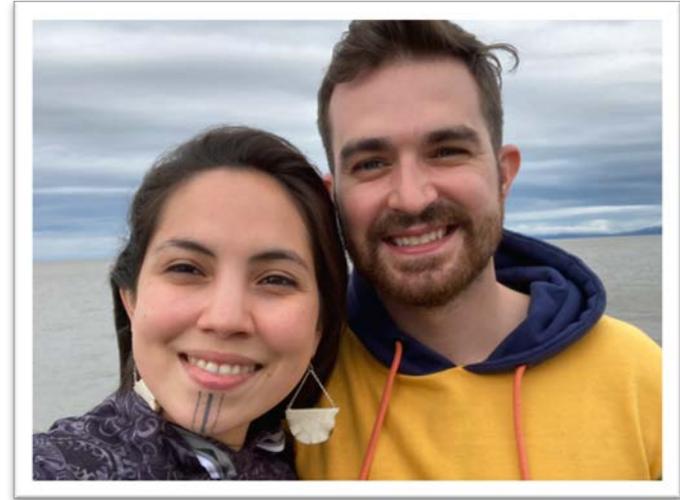


- Iñupiaq language and culture instruction at each school
- Year-long coaching and professional development on immersion strategies for Iñupiaq instructors
- Locally sponsored cultural activities with each community and staff
- Iñupiaq days for PK-12 students
- Iñupiaq and Alaska Studies Courses for High School Students

# Iñupiaq Professional Development

## 2021 – 2022 Goals

- Iļisautritiksravut  
makpigaat aglaich  
taiyuutiqahutiņ  
*Uqayus(r)atikun*
- Iñupiaraaqhaiñağuta



**Annauk Denise Olin** is Iñupiaq, tribally enrolled at the Native Village of Shishmaref. She started teaching Iñupiaq in 2016 at the Alaska Native Heritage Center. She received a masters degree in Linguistics at the Massachusetts Institute of Technology in 2021.

**Iyagak Myles Creed** has English, Irish, and French ancestry and grew up in Kotzebue and Fairbanks, Alaska. He began teaching Iñupiaq at the Alaska Native Heritage Center in 2015. He is currently a Ph.D. candidate at the University of Victoria.



# Iñupiaq Professional Development

## Sutuqpa una?

What is s/he consuming?



**Aqpiksuqtuq.**

S/she is eating salmonberries.



**Asriaviksuqtuq**

S/he is eating blueberries.



**Paunġaqtuqtuq**

S/he is eating blackberries.

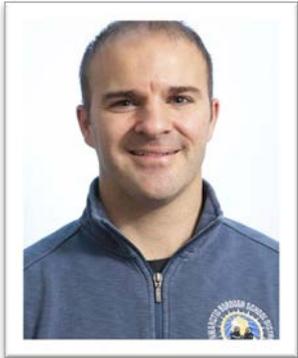


**Kikmiññaqtuqtuq**

S/he is eating cranberries.

- 1 – **Una taitġaput** - Let's say this one
- 2 – **Taatnaġitchi uvamnun** - You all do it like I just did
- 3 – **Taitġiġġaglugu atautchikun** - Say it all together
- 4 - **Aarigaa itqaginigisri** - Good you all remembered
- 5 - **Aarigaa piġġuataqtusi** - You all did a good job

# Student Activities



Brett Slaathaug  
Activities Coordinator



## Athletic & Academic Activities:

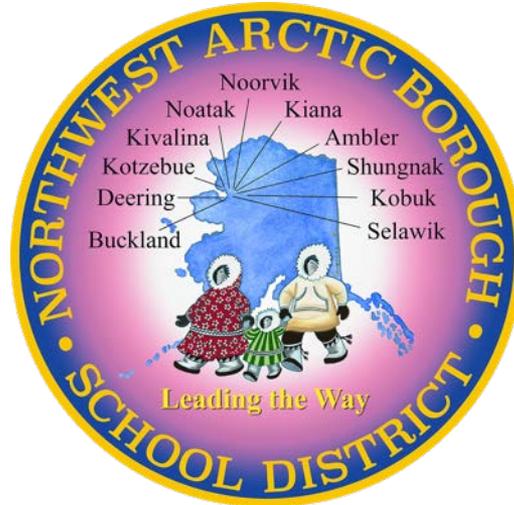
1. Cross Country
2. 3A Volleyball
3. 1A M6 Volleyball
4. 1A Wrestling
5. 3A Wrestling
6. 1A Basketball
7. 3A Basketball
8. Native Youth Olympics
9. eSports
10. Battle of the Books
11. Spelling Bee
12. Science Fair

## Responsible for:

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



# Alaska Technical Center





STAR OF THE NORTHWEST  
MAGNET SCHOOL

# Alaska Technical Center and STAR Magnet School

School	Adult Students	High School Students	Students Living in the Dorms	Classified Staff	Certified Staff
ATC	8	32	2	7	2
STAR	NA	29	29	9	1

## ATC Program Student Count:

Culinary Arts	5
Construction Trades Technology	2

## High School Program Student Count:

Culinary Arts	6
Construction Trades Technology	9



# Alaska Technical Center

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

## High School

- ✓ High school juniors and seniors complete college credits and/or industry certifications prior to graduating.

## Adult Education

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

## GED Program

- ✓ The GED program services the high demands for all 11 villages



# The ATC Can Provide:

- Hands on, career ready courses meeting the needs of regional employers
- 38 CTE courses:
  - Aligned to regional workforce needs & career pathways within seven nationally recognized career clusters
- Regional Design and Fabrication Lab: 3D Printer, CNC Router, Laser Cutter, Vinyl Cutter
- VTC teaching studio offering distance delivery courses to all sites as well as statewide
- Dual Credit courses with UA schools, offering courses in education and healthcare



# Star of the Northwest Magnet School

A Statewide residential boarding school that offers:

## ★ LIFE SKILLS

Enhances life skills that assist young adults in the transition to post-secondary opportunities

## ★ CAREER AND TECHNICAL EDUCATION

Utilizes career and technical education to provide unique experiences for students to be work ready

## ★ ENRICHMENT OPPORTUNITIES

Career related experiences to prepare the student for the employment opportunities of the region

## ★ DUAL CREDIT

Dual credit opportunities through University of Alaska on the Chukchi campus

## ★ RESIDENTIAL FACILITY

A 40-bed dormitory allowing students to learn life and social skills with students from across the State



STAR OF THE NORTHWEST  
MAGNET SCHOOL

★ Business ★ Culinary Arts ★ Education ★ Healthcare ★ Process Technology ★ Construction

# Educational Partnerships



Northwest  
Arctic  
Borough  
School  
District



OF THE NORTH  
MAGNET SCHOOL

Star of the  
Northwest  
Magnet  
School



OF THE NORTH  
MAGNET SCHOOL

ReadiSTAR  
Variable  
Length  
Sessions



Kotzebue  
High School



College of Rural and  
Community Development  
Chukchi Campus

UAF  
Chukchi  
College



Alaska  
Native  
Science &  
Engineering  
Program



Alaska  
Technical  
Center







# Administrative Services



# Administrative Services Team



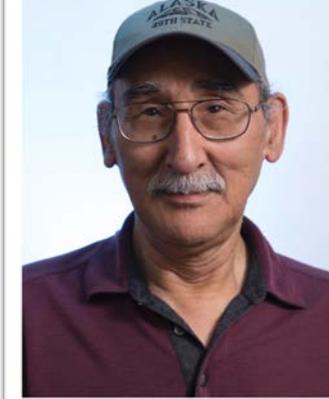
Megan Williams  
Director



Amber Colvin  
Assistant Director



\*Vacant  
Food Service



Herman Barger  
Accountant



Kim Rotman  
Accountant



Brad Eisel  
Purchasing Agent



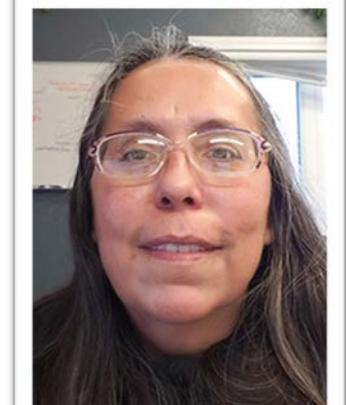
Lois Booth  
Accounts  
Payable Clerk



Amanda Kenworthy  
Accounting Technician



Rosie Garoutte  
Payroll Officer



Clara Henry  
Assistant Payroll  
Officer

*\*Posted Position*

# Administrative Services Department Responsibilities

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



## Cash Management

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

# Budget Coordination

- ✓ Annual fiscal budget and process
- ✓ Advising on the timeframe and framework
- ✓ Budget committee
- ✓ Provide information to stakeholders
- ✓ Review of external resources that impact the annual budget.
  - i.e., Full Value Determination, Cost of Living Allowance, Legislative Updates, Utility Rate Changes

Monthly Budget			
PROJECTED MONTHLY INCOME		Income 1	€ 3,500.00
		Extra income	€ 500.00
		Total monthly income	€ 4,000.00
ACTUAL MONTHLY INCOME		Income 1	€ 3,000.00
		Extra income	€ 500.00
		Total monthly income	€ 3,500.00
		Difference	€ 500.00
HOUSING		Projected Cost	€ 1,500.00
		Actual Cost	€ 1,400.00
		Difference	€ 100.00
Mortgage or rent	€ 60.00	€ 60.00	€ 10.00
Phone	50.00	180.00	€ 130.00
Electricity	200.00	€ 48.00	€ 152.00
Gas	50.00	€	€ 50.00
Water and sewer	€	€	€
Cable	€	€	€
Waste removal	€	€	€
Repairs	€	€	€
		Total	€ 1,788.00

# Federal, State, & Local Financial Reporting

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

## Administrative Technology

- ✓ Tyler Technology Infinite Visions Software
- ✓ Kronos Timeclock Systems

## Employee Benefits

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

## Internal Audit

- ✓ Preparation and fair presentation of the financial statements
- ✓ Retirement and grant programs
  - i.e., food service or other grants



# Administrative Services Timeline

**July-Beginning of New Fiscal Year,  
Budget for DEED Report Due, Year End  
Adjustments**

**January-W2 Processing, 1099 Processing,  
ACA Reporting, Quarterly Reports Due,  
IRS Tax Due-PCori**

August-In-service Training, School Begins,  
Rent Begins, Audit Prep, Year End  
Adjustments

February-Begin New Budget Prep

September-IRS Taxes Due, ESC Tax Report  
Due, Audit Field Work, Retirement Audit,  
Food Sv Audit

March-On-going Budget Prep, IRS Taxes  
Due, ESC Tax Report Due, Student Count  
Due

October-Audit Completion ready for  
State/Feds, Quarterly Reports Due, Board  
Audit Update at Retreat, Student Count Due

April-On-going Budget Prep, On-going  
Insurance Renewal Prep, Quarterly Reports  
Due, Begin NMS Contract Renewal Review &  
Negotiation

November-Work, Work, Work

May-On-going Budget Prep, Budget  
Committee Forecast Discussion, On-going  
Insurance Renewal Prep, Principal Closeout

December-IRS Taxes Due, ESC Tax Report  
Due, Impact Aid Applications Due, Indirect  
Rate Proposal Due

June-Budget Work Session, Budget Due to  
the Board for Approval, IRS Taxes Due, ESC  
Tax Report Due

# Curriculum



# Curriculum & Instruction



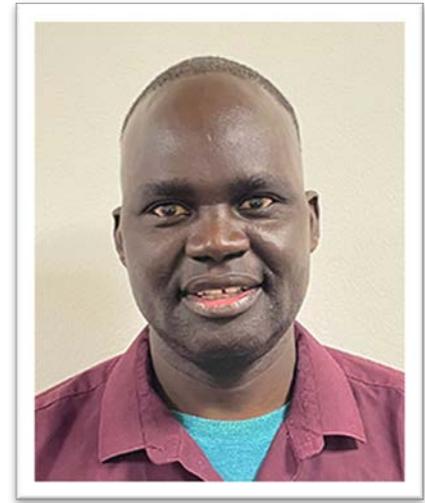
Dana Orton  
Director



Joseph Groves  
Distance Learning  
Homeschool



Kim Addington  
Staff Development  
(PK-5)



Dominic Diing  
District-wide Math  
Teacher (VTC)

## Posted/Anticipated Positions (Grant Funded):

- Staff Development Specialist – Literacy
- Staff Development Specialist – Literacy
- Staff Development Specialist Certified - Inupiaq Science
- Staff Development Specialist Classified - Inupiaq Science



# Curriculum & Instruction

## District-wide Student-centered supports:

- Bell schedule
- Distance delivery courses
- Master schedule:
  - ✓ A two-year rotation of graduation requirements,
  - ✓ Provides equity and alignment
- Curriculum aligned to Alaska Standards
  - ✓ Adoption, Purchasing, and Inventory



- Development of the Inupiaq Science place-based curriculum
- Multi-Tier System of Support (MTSS) for students needing additional supports within the classroom
- Homeschool and Credit Recovery
- Summer Reading Program
- Online Curriculum Drive – aka CyberDuck

# Curriculum & Instruction

## District-wide Staff-centered supports:

- Professional Development - research-based, ongoing, job-embedded, for all staff
- Collaborative meetings - instructional staff of like subjects or grades discuss and develop instructional materials together
- Student Data teams - facilitate the Multi-Tiered System of Supports (MTSS) for students
- Academic and cultural orientation for new teachers



# Curriculum & Instruction

## Professional Development for All Staff:

- Opportunities throughout the school year and in the summer:
  - Fall Inservice (5 days in early August)
  - August Inservice (1 day)
  - October Inservice (2 days)
  - February Inservice (1 day)
  - April Inservice (1 day)
- On-site and virtual specialist support available
- Professional development classes for college credit
- Conferences annually funded through Grants
- Data collected routinely to determine needs



# Human Resources



# Human Resources

## Who is on the team?



Janice Hadley  
Director



Amie Gardner  
Human Resources  
Officer



Jenny Myhand  
Assistant Director



Gem Belamour  
Human Resources  
Technician

*Dedicated to recruiting and retaining talented personnel to educate and support all students.*





# Recruitment

Online and in-person job fairs



# Onboarding and Retention



- Job Descriptions
- Onboarding paperwork
- Orientation
- Code of Conduct
- Mandatory Training
- Teacher Effectiveness
- Employee Evaluations
- Certifications
- Highly Qualified Personnel Requirements
- Student Teacher Pathway
- Negotiations
- Salary Schedules



# Benefits

- Salary
- Retirement
- Leave
- Health & Life Insurance
- Housing (certified)
- Services
  - ✓ Payroll Direct Deposit
  - ✓ Pre-tax health, medical spending and childcare plans
  - ✓ Tax sheltered annuities available

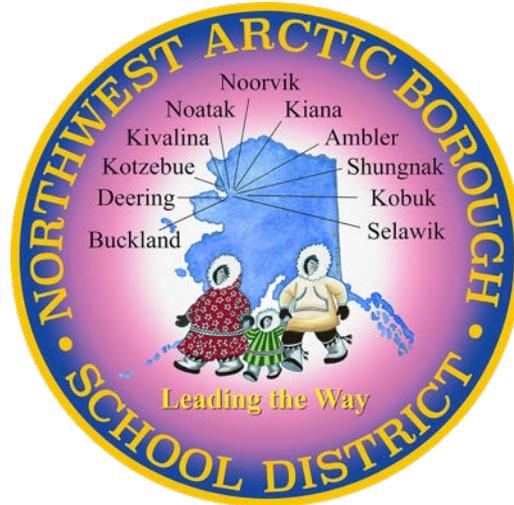


# Surveys & Complaints

- Public Input on Teachers
- Public & Teacher Input on Administrators
- Exit Surveys
- Negotiated Agreement Grievances
- Investigations
- Title IX Gender Equity & Sexual Harassment
- Team Optimizing Project (TOP) - gathers workforce information and uses it to better understand the employment experience



# Property Services



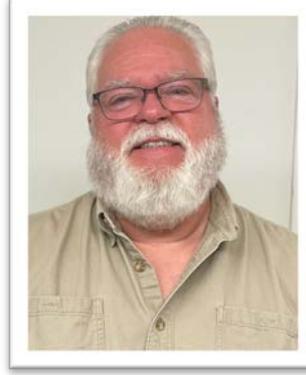
# Kotzebue Property Services Staff



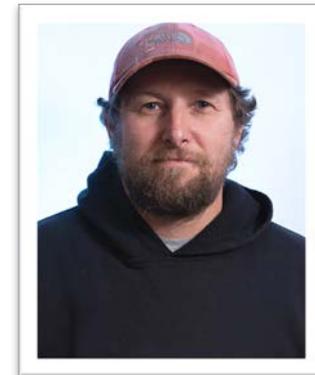
**Craig McConnell**  
Director



**Kiki Kenworthy**  
Office Manager



**George Cowart**  
Preventative  
Maintenance Manager



**Troy Humphreys**  
Plumber



**Donovan Watkins**  
Carpenter/Painter



**Avery Farmer**  
Mechanic



**Ramon Ramos**  
Heating Controls  
Technician



**Brandon Blackham**  
Electrician



# Department Organization

## Property Services

### **Kotzebue Crew Size:**

- ✓ 1-Director,
- ✓ 1-Electrician,
- ✓ 1-Plumber,
- ✓ 1-Mechanic,
- ✓ 2-Carpenters,
- ✓ 1-Office Manager,
- ✓ 1 Preventative Maintenance Manager,
- ✓ 1-Heating Controls Technician.

### **Site Maintenance → Building Plant Operator (BPO):**

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

### **Site Custodians:**

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



# Department Organization

## Property Services

### Responsible for maintaining & operating:

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



AMBLER



BUCKLAND



DEERING



KIANA



KIVALINA



KOBUK



JUNE NELSON  
ELEMENTARY



KOTZEBUE  
MIDDLE/HIGH



NOATAK



NOORVIK



SELAWIK



SHUNGNAC



ALASKA  
TECHNICAL  
CENTER



# Inspections

## Property Services



### State Fire Marshall

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

### Coast Guard

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

### Fire Alarm Inspections

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

### Fire Sprinkler System Inspections

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

### Fire Extinguisher Inspection

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

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

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



# Facility Security

## Property Services



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



## Vehicle Use

### District Motor Pool

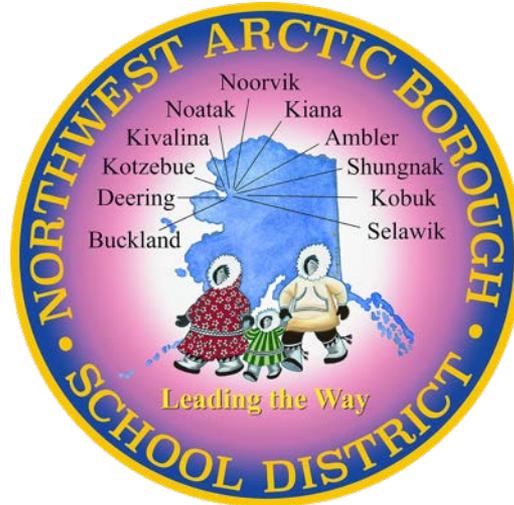
- ✓ 13 Four wheelers,
- ✓ 35 Mini-vans, Pickups, SUVs, and Passenger vans,
- ✓ 9 Snow machines
- ✓ 2 School Buses.

### Vehicle Assignment

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



# State & Federal Programs



# State & Federal Programs



Joy Cogburn  
Director



Loretta Kittrell  
Migrant Education Coordinator  
Administrative Assistant



Scott Martin  
Program & Staff  
Development Specialist



# Department Responsibilities

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



# State & Federal Grants 21-22

Totals for FY22

**\$13,463,397.07**

Title Grants/State Pass-Through	67%	\$ 8,985,732.01
Federal Grants	20%	\$ 2,659,670.06
School Improvement Grant (SIG)	1%	\$ 200,000.00
ATC	11%	\$ 1,505,243.00
Other	1%	\$ 112,752.00

Grant Name	Category	amount
Title I Basic	Title Grants/State Pass-Through	\$ 1,959,951.65
Title I-C Migrant	Title Grants/State Pass-Through	\$ 1,666,181.00
Title II-A Professional Development	Title Grants/State Pass-Through	\$ 388,746.80
Title III- English Language	Title Grants/State Pass-Through	\$ 298.63
Title IV Student Support & Academic Enrichment	Title Grants/State Pass-Through	\$ 266,773.37
Carl Perkins	Title Grants/State Pass-Through	\$ 126,094.00
ESSER I Coronavirus Aid, Relief, and Economic Security (CARES)	Title Grants/State Pass-Through	\$ 70,080.22
ESSER II Coronavirus Response and Relief Supplemental Appropriations (CRRSA)	Title Grants/State Pass-Through	\$ 1,219,234.69
ESSER III American Rescue Plan (ARP)	Title Grants/State Pass-Through	\$ 3,288,371.65
Rural & Low Income School Program	Federal Grants	\$ 49,748.00
Title VI Indian Education	Federal Grants	\$ 718,427.00
Johnson O'Malley	Federal Grants	\$ 231,815.00
Ambler School SIG	School Improvement Grant (SIG)	\$ 50,000.00
Buckland School SIG	School Improvement Grant (SIG)	\$ 25,000.00
Kivalina School SIG	School Improvement Grant (SIG)	\$ 25,000.00
Kobuk School SIG	School Improvement Grant (SIG)	\$ 25,000.00
Selawik School SIG	School Improvement Grant (SIG)	\$ 50,000.00
Home School SIG	School Improvement Grant (SIG)	\$ 25,000.00
Quality School	Other State of AK Education DEED	\$ 112,752.00
BTG-Bridging the Gap	Federal Grants	\$ 100,295.00
Our Youth Our Future	Federal Grants	\$ 801,034.06
Literacy Connections	Federal Grants	\$ 758,351.00
Alaska Technical Vocational Education Program (TVEP)	ATC State of AK, Dept of Labor	\$ 1,042,600.00
Alaska Construction Academy (ACA)	ATC State of AK, Dept of Labor	\$ 150,000.00
State Training & Employment Program (STEP)	ATC State of AK, Dept of Labor	\$ 136,887.00
Alaska Adult Education (AAE/GED)	ATC State of AK, Dept of Labor	\$ 105,756.00
Manillaq AAE/GED	ATC Sub-grant	\$ 70,000.00
STAR of the Northwest Magnet School Dorm	Other State of AK Education DEED	Pending
		<b>\$ 13,463,397.07</b>

# ESSER I Budget for FY20 - FY22

ESSER I - \$1,089,904

Fund 250

Positions	FY20 BUDGET	FY21 BUDGET	FY22 BUDGET	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
Expenses				
Extra Duty	\$ -	\$ 11,200.00	\$ -	EDCs for staff for Smart Start Planning
Benefits	\$ -	\$ 270.64	\$ -	
	\$ -	\$ -	\$ -	
Professional Tech	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ 11,470.64	\$ -	
Supplies, Materials, Media	\$ 20,345.32	\$ 178,062.67	\$ -	FY20 at home supplemental workbooks FY21 Second Step Social Emotional Curriculum K-8, at home school supplies
	\$ 10,753.83	\$ 112,683.40	\$ 24,238.29	FY20 Masks and general COVID Supplies, cleaning supplies, etc. FY21 DO air purifiers, MERV Filters for schools, masks, additional desks for social distancing, desk shields, and general COVID supplies FY22 Anticipated General COVID Supplies
	\$ -	\$ 15,641.92		Additional Tech Costs
	\$ 17,842.50	\$ 40,331.78	\$ 45,000.00	DocuSign
Communications	\$ 126,262.98	\$ 439,453.75	\$ -	FY20 Audio-conference lines for at-home instruction by teaching staff during COVID-19 School Closures FY21 Internet allowance for staff working from home, cellular service for student and staff iPads
	\$ 175,204.63	\$ 786,173.52	\$ 69,238.29	
Indirect Reimb				
Indirect	\$ 6,359.92	\$ 37,912.00	\$ 3,545.00	
<b>Program Total</b>	<b>\$ 181,564.55</b>	<b>\$ 835,556.16</b>	<b>\$ 72,783.29</b>	\$ 0.00

# ESSER III Budget for FY21 - FY23

ESSER II- \$4,317,698

Fund 251

Positions		FY21 BUDGET	FY22 BUDGET	FY23 BUDGET	Account	ESSER II JUSTIFICATION
1	Student Advisor- Star	\$ 55,308.05	\$ -	\$ -	251.099.350.000.315	Continuing Services
	Control Acct Benefits	\$ 39,763.06	\$ -	\$ -	251.099.350.000.367	
1	Assistant Director- Student Services		\$ 129,804.73	\$ 131,000.00	251.099.320.000.314	Continuing Services
6	Counselors	\$ 339,395.88	\$ 510,535.90	\$ 520,000.00	251.099.320.???318	Providing mental health services and supports
	Control Acct Benefits	\$ 140,750.50	\$ 236,670.84	\$ 236,670.84	251.099.320.000.367	Increase to 6 Counselors FY22-23
		\$ -			251.099.350.000.318	
					251.099.350.000.367	
1	Parent & Public Relations	\$ 74,954.77	\$ -	\$ -	251.099.515.000.322	
	Control Acct Benefits	\$ 18,212.14	\$ -	\$ -	251.099.515.000.367	
0.8	Data Specialist	\$ 94,283.55	\$ -	\$ -	251.099.350.000.317	
	Control Acct Benefits	\$ 50,604.22	\$ -	\$ -	251.099.350.000.367	
3	Teachers District Wide	\$ 155,866.00	\$ 180,000.00	\$ 190,000.00	251.099.100.221.315	Continuing Services E-16-07, E-08-11, E-11-13- Addressing needs of low income students, VTC Teacher
	Control Acct Benefits	\$ 73,383.00	\$ 76,000.00	\$ 76,000.00	251.099.100.000.367	
		\$ 1,042,521.17	\$ 1,133,011.47	\$ 1,153,670.84		
Expenses						
<b>Extra Duty</b>	Summer Credit Recovery Benefits	\$ 5,825.00	\$ 3,307.85	\$ -	251.099.350.22X.316	EDC for summer school follow up during June and July
		\$ 134.93	\$ 76.78	\$ -	251.099.350.221.367	
		\$ -	\$ -	\$ -		
<b>Professional Tech</b>	Travel for Window Project	\$ -	\$ -	\$ -		
		\$ -	\$ -	\$ -		
		\$ 5,959.93	\$ 3,384.63	\$ -		
<b>Supplies, Materials, Media</b>	Summer Reading Program	\$ 1,718.64	\$ -	\$ -	251.099.100.000.450	Reading program infant-adult. Addressing learning loss
	Credit Recovery Supplies	\$ 11,627.55	\$ -	\$ -	251.099.100.000.450	Credit Recovery Supplies outside of Migrant Summer School-addressing learning loss
	Technology Supplies	\$ 369,808.90	\$ -	\$ -	251.099.100.000.450	Actual Tech Costs for FY 21 iPad, cases, apple TVs etc.
	Technology Supplies	\$ 28,133.43	\$ -	\$ -	251.099.350.000.450	Smart Boards for educational technology
	Technology Supplies	\$ -	\$ -	\$ -	251.099.350.000.450	Anticipated Tech FY 22
	Additional Actual COVID related costs	\$ 295,012.94				Supplies for Special Services Support including summer school and other technology and curriculum supplies
	Covid Supplies	\$ 5,611.25	\$ 25,000.00	\$ 24,000.00	251.099.550.000.450	Other School COVID expenses (PPE etc.)
		\$ 711,912.71	\$ 25,000.00	\$ 24,000.00		
<b>Construction &amp; Equipment</b>	Server (equipment)	\$ 9,268.00	\$ -	\$ -	251.099.360.221.510	New Server equipment
		\$ -	\$ -	\$ -	251.099.620.221.5??	
		\$ 9,268.00	\$ -	\$ -		
<b>Indirect Reimb</b>	Indirect	\$ 90,132.16	\$ 59,463.48	\$ 60,296.75		
					\$ 4,318,621.14	
<b>Program Total</b>		\$ 1,859,793.97	\$ 1,220,859.58	\$ 1,237,967.59	\$ 923.14	

# ESSER III Budget for FY22 - FY24

ARPA- \$9,696,937

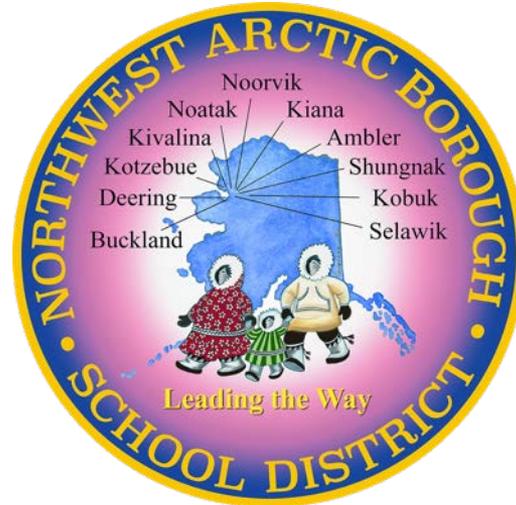
Fund 252--All funds must be spent by September 30th, 2024

Positions	FY22 BUDGET	FY23 BUDGET	FY24 BUDGET	Account	ARPA JUSTIFICATION
<b>Expenses</b>					
	\$ -	\$ -	\$ -		
<b>Classified COVID Stipend</b>	\$ 227,500.00	\$ -	\$ -	252.099.350.222.333	Per agreement \$1750 paid to FY 20 bargaining unit members continuously employed through the date of ratification and who remained on-site and provided necessary job-related support in district buildings as mandated by pandemic circumstances (130)
	\$ 9,032.40	\$ -	\$ -		Benefits for COVID Stipend
	\$ 20,000.00	\$ -	\$ -		Travel and EDCs for Adoption Committee
	\$ -	\$ -	\$ -		
	\$ 256,532.40	\$ -	\$ -		
<b>Supplies, Materials, Media</b>					
	\$ 15,000.00	\$ 220,000.00	\$ 20,000.00	252.099.100.000.450	6 Year subscription for ALEKs program to address learning loss, and Curriculum Replacement
	\$ 1,200,000.00	\$ -	\$ -	252.099.100.XXX.471	ELA Adoption FY22
	\$ 440,000.00	\$ 440,000.00	\$ 900,000.00	252.099.100.XXX.471	FY22 Physical Science, FY23 Biology, FY24 Math Adoption
	\$ 50,000.00	\$ 40,000.00	\$ 30,000.00		General COVID Supplies
	\$ 300,000.00	\$ 65,000.00	\$ 65,000.00	252.099.XXX.XXX.450	educational technology, Gaggle, Other supplies as needed for continuity of services
	\$ 2,005,000.00	\$ 765,000.00	\$ 1,015,000.00		
<b>Food Service</b>	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00	252.099.XXX.XXX.XXX	Additional Food Service Costs
	\$ -	\$ -	\$ -		
<b>Construction &amp; Equipment</b>	\$ 1,175,000.00			252.099.XXX.XXX.XXX	JNES Window Replacement, June Nelson Roof Replacement
	\$ 70,000.00	\$ -	\$ -	252.099.XXX.XXX.XXX	Server Upgrades
	\$ -	\$ 600,000.00		252.099.XXX.XXX.XXX	Middle School Laptop Refresh FY23,
	\$ 2,245,000.00	\$ 1,600,000.00	\$ 1,000,000.00		
<b>Indirect Reimb</b>					
Indirect	\$ 230,734.46	\$ 121,088.00	\$ 103,168.00		
				\$ 9,341,522.86	
<b>Program Total</b>	\$ 4,737,266.86	\$ 2,486,088.00	\$ 2,118,168.00	\$ (355,414.14)	under

Learning Loss 20% of total allocation

Costs are pending on actual costs. (window replacement may be moved to next FY)

# Student Services



# Student Services

## Overview:

- ✓ State Assessment Testing,
- ✓ MAPs Progress Monitoring,
- ✓ Student Information Services (PowerSchool)
- ✓ Student Data/Records/Transcripts,
- ✓ Online Alaska School Information System (OASIS) Reporting,
- ✓ Immunizations ,
- ✓ Attendance,
- ✓ Limited English Proficiency,
- ✓ Counseling; Counselors & Deans; Online Services
- ✓ Work Keys Assessment & ACT testing
- ✓ Alaska Career Info System Administration (AKCIS): Student Online Portfolio,
- ✓ Pre-K-12 Special Education,
- ✓ Itinerant Special Education Services,
- ✓ Extended School Year Services,
- ✓ Child Find,
- ✓ Birth to 3-year-old Infant Learning Program
  - ✓ Early Learning & Family - ELF



# Student Services Personnel

- Perrian Windhausen: Director (Ed Leadership, Sped Teacher and SLP)
- Tony Jones: Assistant Director (Ed Leadership, Teacher and Counselor)
- Byrd Carter: Student Services Secretary
- Robin Gage: Assessment and Data Coordinator
- David R. Smith: Data Specialist
- Frances Gage: Special Education Coordinator
- Tracey Schaeffer: ELF Coordinator and Occupational Therapist
- Wanda (Nauyaq) Baltazar: ELF Coordinator Early Childhood
- Maureen Nolan: Administrative Assistant & Early Learning Specialist
- Laurie Hebert, Emily Davis, Amanda Riste: Special Education Teacher Specialist
- Six (6) Counselors & Deans plus 1 Student Intern
- Twenty-Two (22) Special Education Teachers
- Eighteen (18) Special Education Specialists: Physical Therapist, Occupational Therapist, Speech Pathologist, Behavior Specialist, Vision Specialist, School Psychologists, Hearing Specialist, Interpreters, Autism Specialist

# Student Services: Data and Assessment



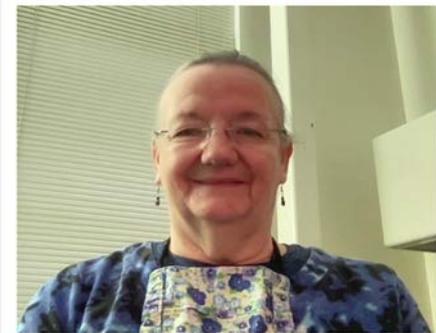
- State Assessment Testing and MAPs Progress Monitoring
- Student Information Services (PowerSchool)
- Student Data/Records/Transcripts
- Immunizations & Attendance Records
- Report Card to the Public
- Online Alaska School Information System (OASIS)
  - ✓ 20-day count
  - ✓ Summer
  - ✓ Special Education Summer Supplemental Report
- Supports Grant Reporting
- Supports training & collection for academic progress



# Student Services: Special Education



- Screen and identify children with educationally impacting disabilities
- Funded by Special Education Grant and General Fund that is supported by specialized funding



# School Counselor/Dean of Students

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



Tony Jones  
Assistant Director of Student Services



Aubrielle Champagne  
Ambler  
Shungnak  
Kobuk



Shirley Dukes  
JNES & KMS



Deb Eberle  
KMHS



Wanda Wright  
Selawik



Duane Powers  
Buckland  
Deering



Larry Rojas  
Kivalina & Noatak



Brianna Kirk  
Student Intern - Noatak

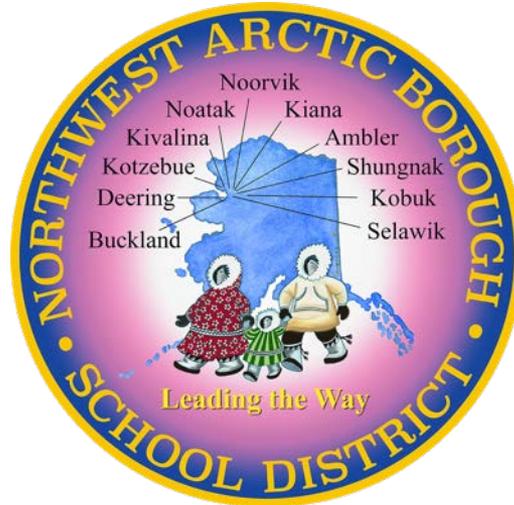
# Early Learning and Families



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

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

# Technology



# Technology Team



**Paul Wood**  
*Assistant Director*

Network  
Administrator  
Senior Technician  
Manager of Field  
Technicians  
District Voice  
Data Network  
VTC Network  
(Selawik)



**Conor McCoy**  
*Technology  
Coordinator*

Educational  
Technology  
Professional  
Development  
Website  
Social Media  
Canvas  
NWATS  
SmartBoards  
Digital Citizenship



**Kwang "Ken"  
Hong**  
*Computer Field  
Technician*

ATC  
Noatak  
Kivalina  
JNES  
(Selawik)



**Kayla Martinez**  
*Computer Field  
Technician*

Shungnak  
Kobuk  
Ambler  
Deering  
Buckland



**Eric Leckman**  
*Computer Field  
Technician*

KMHS  
Noorvik  
Kiana  
(Selawik)



# Technology

- VTC (Video Teleconferencing for Distance Learning)
- 250 Interactive Ultra-HD SMARTBoards in ALL Classrooms
- 250 Apple TV for wirelessly connecting to SMARTBoards
- 1:1 Student Devices
  - ✓ 689 iPads → K-2<sup>nd</sup> Grade
  - ✓ 335 iPads with Keyboards → 3-4<sup>th</sup> Grade
  - ✓ 458 11" MacBook Airs 5-8<sup>th</sup> Grade
  - ✓ 640 13" MacBook Airs 9-12<sup>th</sup> Grade
  - ✓ 20 13" MacBook Airs – ATC Adult Students
- 247 iPads for all instructional staff → Aides & Teachers
- 565 Laptops or desktops for all teachers, principals, and various other positions

# Broadband

Technology



## Schools:

### Satellite:

1. Ambler – 25Mbps
2. Kobuk – 25Mbps
3. Deering – 25Mbps
4. Shungnak – 25Mbps
5. Kivalina – 25Mbps

### Microwave/Terra:

1. Selawik – 28Mbps
2. Kiana – 25Mbps
3. Buckland – 25Mbps
4. Noorvik – 25Mbps
5. Noatak – 25Mbps

### Fiber - 165Mbps shared

1. KMHS
2. JNES
3. ATC – 10Mbps
4. Adult Dorms
5. STAR Dorms – 5Mbps
6. District Office

✓ 3Mbps WAN connecting sites to the District Office.

## Student & Staff Households via the Emergency Connectivity Fund:

### Villages - 734 Households:

OTZ Telephone

- ✓ 10 Mbps
- ✓ Unlimited Data
- ✓ Satellite (anticipate future lower latency systems)

### Kotzebue – 385 Households:

GCI

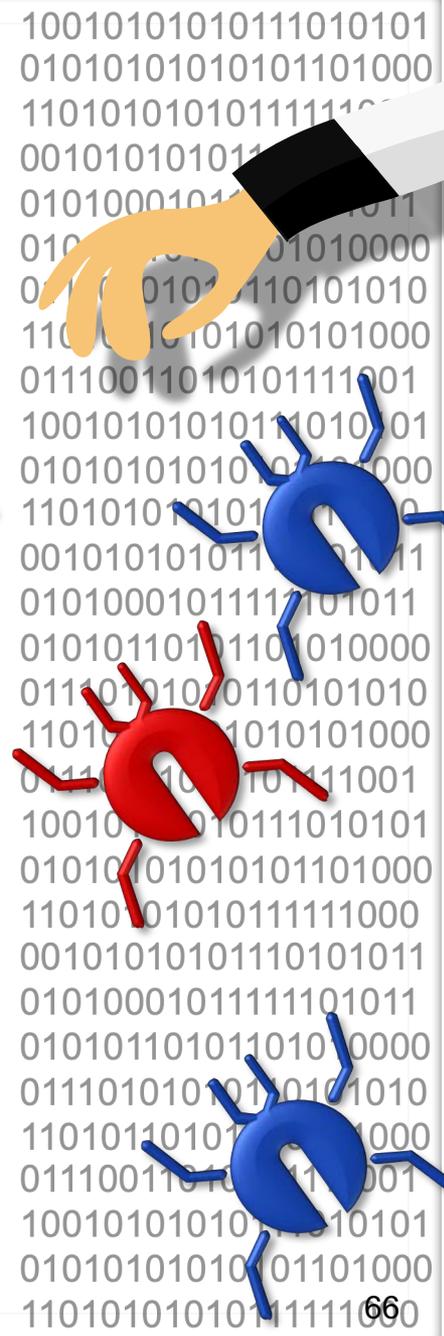
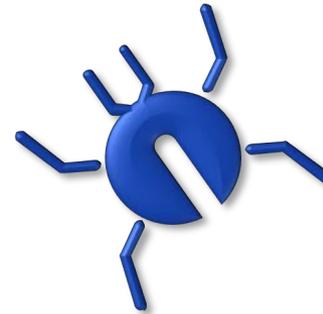
- ✓ 2Gbps
- ✓ Unlimited Data
- ✓ Fiber

# Technology Refresh:

	Aug-Dec 2020	Jan-Jul 2021	Aug-Dec 2021	Jan-Jul 2022	Aug-Dec 2022	Jan-Jul 2023
<b>High School Laptops</b>	Refresh 2020					Refresh Fleet 2025
<b>5-8 School Laptops</b>	Refresh Fleet S2018 Purchase Cases					Refresh Fleet 2023
<b>SMARTBoards</b>	Purchased 2014/2015; Warranty expired 6/30/20; 10 Annually		10 Annually		10 Annually	
<b>Secretary, Principal, DO iMacs</b>	Principals – purchased 8/2017		Secretary and DO iMac Refresh		Principal iMac Refresh	
<b>K-4 iPads (PK-4)</b>	Fleet Purchased 11/16 Prepare and Refresh Apps		Refresh Fleet 2021	Refresh Apps		
<b>Staff iPads</b>	Fleet Purchased 8/2020					Refresh Fleet 2025
<b>Staff Laptops</b>	WTK/Admin Staff Refresh		Refresh Fleet 2021			
<b>Computer Labs</b>	ATC – partial update (5yr.)		ATC – partial update (5yr.)		ATC – partial update (5yr.)	
<b>Network Infrastructure (Switches, Wireless)</b>	APs – KVL, BKC, IAN, DRG, ABL, WLK, ORV (CAT 2)		Complete CAT 2 AP deployment	Split OTZ Circuits Switches;		
<b>Mitel Phone System</b>	Partial Phone Refresh		Replacing Windows DVSs with Linux		Partial Phone Refresh	
<b>VTC</b>	RUS Award	Install RUS awarded Infrastructure	Complete install of RUS awarded Infrastructure			RUS; Refresh Polycom 2023
<b>Servers</b>			DO Server Refresh; Refresh DRG/WTK/BKC	Refresh ABL/WTK/ORV	Refresh WLK/SHG	DO Server refresh 2027;
<b>Windows Infrastructure</b>	Windows 2019 Server Upgrade		Windows 2019 Server Upgrade	Windows 2019 Server Upgrade		

# Digital Safety & Security Technology

- Acceptable Use Policy
- Sophos
  - ✓ Antivirus
  - ✓ Endpoint Filtering
  - ✓ Reporting
- Casper - Jamf
- Global Protect
- Palo Alto
- Training
  - ✓ Digital Citizenship
  - ✓ Cybertraps for Educators
  - ✓ Alaska Society for Technology Education
- Inventory all software programs/systems used by staff



# Quyaana!

Thank you!



# Alaska innovative assessment system

**A connected approach: Bridging MAP Growth interim assessments and the annual summative**

As part of its commitment to improving student learning, the Alaska Department of Education and Early Development (DEED) is partnering with NWEA® starting in fall 2021 to implement a creative approach to balanced statewide assessment that better reflects learning throughout the school year and helps educators target instruction to students' individual needs.

This first-of-its-kind balanced approach connects fall and winter MAP® Growth™ interim assessments and the Alaska spring summative assessment to provide a comprehensive assessment system that improves efficiency and cohesion and drives student outcomes by prioritizing teaching and learning.

The Alaska innovative assessment system is designed to streamline the testing experience for grades 3–9 in the areas of English language arts (ELA) and mathematics. In the first year of implementation (2021–22), districts will administer MAP Growth in fall, winter, and spring so research studies can be conducted to support the production of MAP Growth scores (RIT scores) by the summative test starting in the following year (2022–23). In the second year of implementation (2022–23), testing events are reduced to two MAP Growth interim assessments in the fall and winter, and the on-grade adaptive summative test in the spring, which will also produce RIT scores.

Districts that use MAP Growth in grades K–2 will enjoy the connectivity afforded with the Alaska innovative assessment system in grades 3–9, given that the system utilizes MAP Growth. Monitoring growth from second to third grade via MAP Growth scores could be particularly useful for district efforts to support students in becoming proficient in reading by grade 3.



**At a glance:**

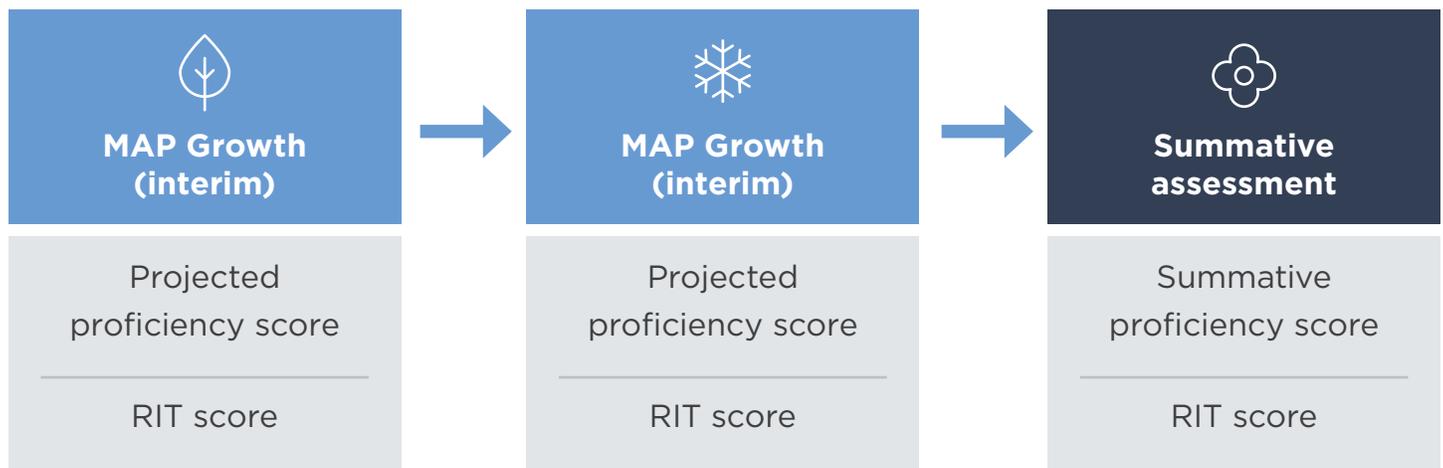
**The Alaska innovative assessment system connects fall and winter interim (MAP Growth) assessments with the spring summative test.**

**Grades:**  
3–9

**Content areas:**  
English language arts (ELA);  
mathematics

**Initial implementation year:**  
2021–2022

## Alaska innovative assessment system



*Image reflects the system in 2022–23, following research studies conducted in the initial implementation year (2021–22).*

## Professional learning and resources for informed instructional decisions

The Alaska innovative assessment system will support educators in making data actionable and advancing effective instructional practices. Virtual, onsite, and self-directed professional learning and resources are designed to help Alaska educators take informed action and improve student outcomes. Professional learning promotes assessment literacy and enables educators to hone formative instructional practices with a focus on using data from multiple sources to inform decisions and provide differentiated and personalized learning.

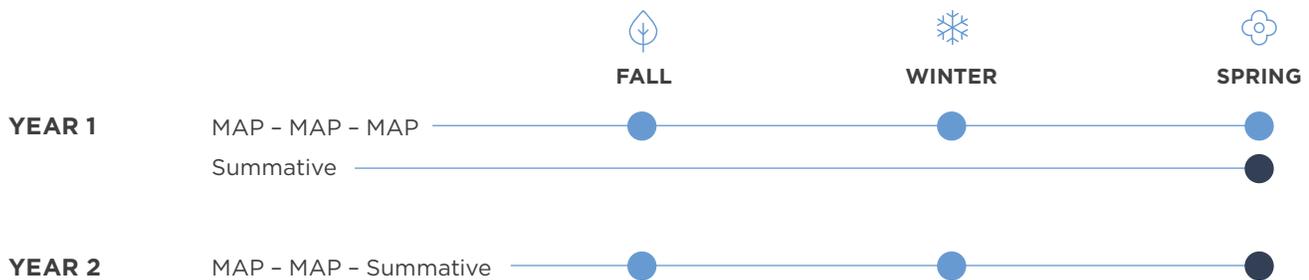
In addition, a resource describing the range of skills within and across achievement levels for each Alaska standard will help educators connect instruction to Alaska’s grade-level standards so every student can have the opportunity to learn and be held to high expectations throughout the year.

### The Alaska innovative assessment system will:

- **Streamline testing and maximize efficiency.** A connected system provides a more seamless experience between interim and end-of-year assessments for students and educators and reduces testing events (starting in 2022-23).
- **Increase coherence** across interim and end-of-year tests so educators can drive students toward consistent, challenging learning targets.
- **Help to amplify student learning.** Alaska’s innovative assessment system will give educators, students, and parents meaningful insights on student strengths and areas of need to support students in reaching their highest academic potential.
- **Increase opportunity for students and schools to show growth.** Fall-to-spring and year-to-year growth data, along with access to normative data, are available to both districts and DEED. Within-year growth data enables all students and educators to show and celebrate growth and provides districts with a more complete view of school performance as they work to ensure equitable educational rigor and resources for all Alaska students.

### Implementation timeline

During the first school year (2021-22), districts administer MAP Growth interim assessments for grades 3-9 reading, language usage, and math in fall, winter, and spring, and a new on-grade adaptive summative assessment in the spring for English language arts (ELA) and mathematics. Starting the second year (2022-23), districts administer MAP Growth interim assessments for grades 3-9 in fall and winter and an on-grade adaptive summative assessment that also produces RIT scores in the spring.



### Information produced by Alaska innovative assessment system

WHAT	WHEN
Grade-independent RIT scores to illustrate student learning level/needs	Fall, winter, spring
Norm-referenced fall-to-spring growth measure (based on RIT)	Fall, winter, spring
Projected proficiency scores	Fall, winter
Summative proficiency scores for accountability	Spring



NWEA and MAP are registered trademarks, and MAP Growth is a trademark, of NWEA in the US and in other countries. The names of other companies and their products mentioned are the trademarks of their respective owners.

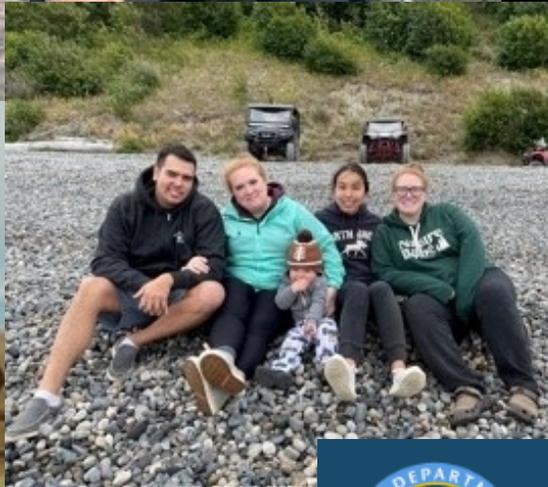
# SYSTEMS OF SUPPORT: PRESENTATION TO THE NW ARCTIC BOARD

By Susan McKenzie

Direction of Innovation and Education Excellence,  
Alaska Department of Education and Early Development



# INTRODUCTIONS...



- Who is Susan McKenzie?
  - Mother
  - "Mimi"
  - Wife
  - Educator-38 years in Alaska and Oregon
    - Teacher
    - Reading Specialist
    - Special Education Teacher
    - Special Education Director
    - Principal
    - Superintendent
    - Director

# AGENDA

Every Student Succeeds Act (ESSA)

Purpose of Accountability Systems

Indicators used for Rating Schools

School Designations

Improvement Plans

COVID and Waivers



# ALASKA DEPARTMENT OF EDUCATION AND EARLY DEVELOPMENT (DEED) GUIDING STATEMENTS

## Our Mission:

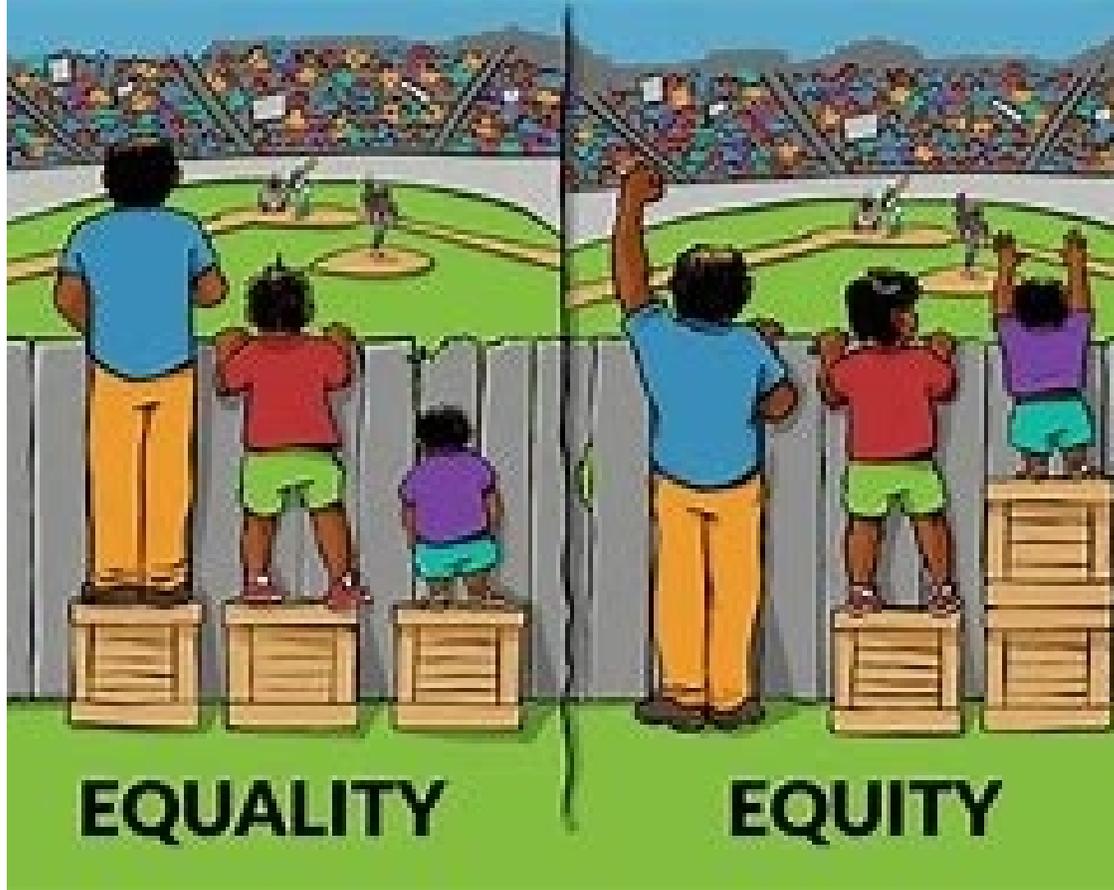
An excellent education for every student every day.

## Our Vision:

All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them.

Alaska Statute 14.03.015

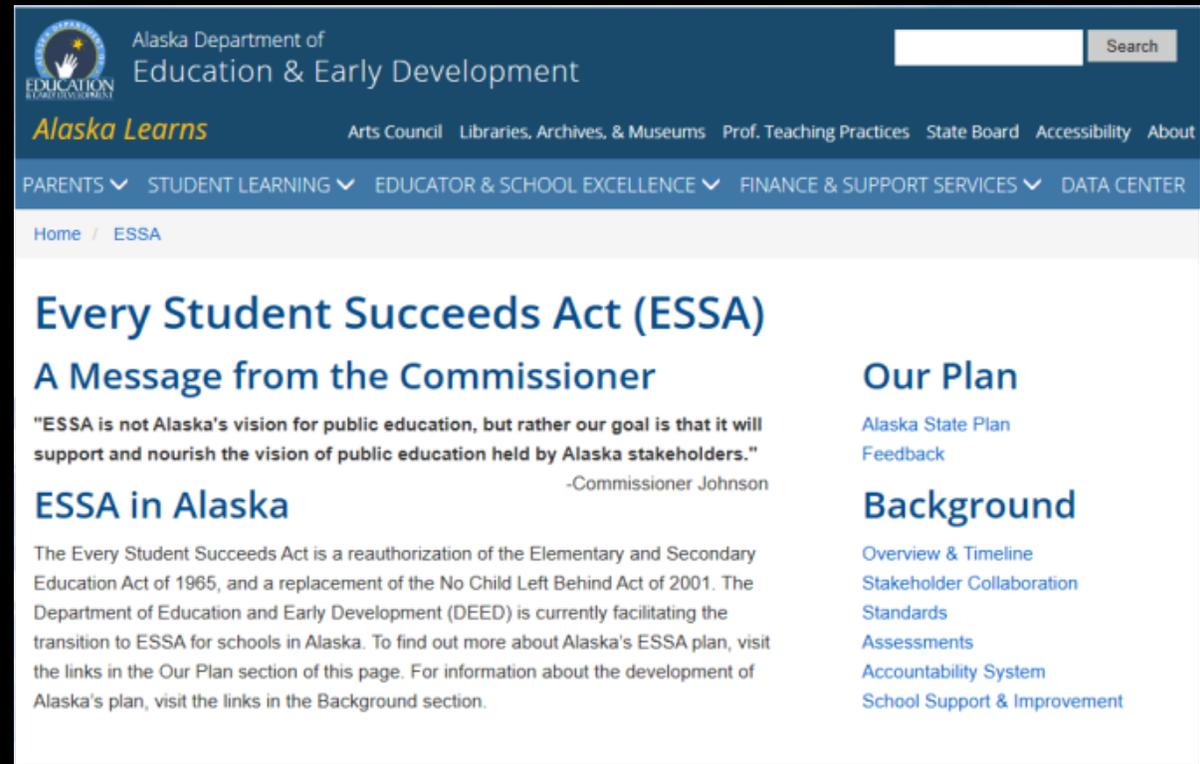




# EQUITY VS. EQUALITY

# EVERY STUDENT SUCCEEDS ACT (ESSA)

- Every Student Succeeds Act (ESSA)
  - Federal Law
  - Designed to close achievement gaps across America
  - <https://vimeo.com/296062573>



The screenshot shows the website for the Alaska Department of Education & Early Development. The header includes the department's logo and name, a search bar, and navigation links for 'Alaska Learns', 'Arts Council', 'Libraries, Archives, & Museums', 'Prof. Teaching Practices', 'State Board', 'Accessibility', and 'About'. A secondary navigation bar lists 'PARENTS', 'STUDENT LEARNING', 'EDUCATOR & SCHOOL EXCELLENCE', 'FINANCE & SUPPORT SERVICES', and 'DATA CENTER'. The main content area is titled 'Every Student Succeeds Act (ESSA)' and features a section for 'A Message from the Commissioner' with a quote from Commissioner Johnson: "ESSA is not Alaska's vision for public education, but rather our goal is that it will support and nourish the vision of public education held by Alaska stakeholders." Below this is a section for 'ESSA in Alaska' which explains that the act is a reauthorization of the Elementary and Secondary Education Act of 1965 and a replacement of the No Child Left Behind Act of 2001. A right-hand sidebar contains sections for 'Our Plan' (with links to 'Alaska State Plan' and 'Feedback') and 'Background' (with links to 'Overview & Timeline', 'Stakeholder Collaboration', 'Standards', 'Assessments', 'Accountability System', and 'School Support & Improvement').

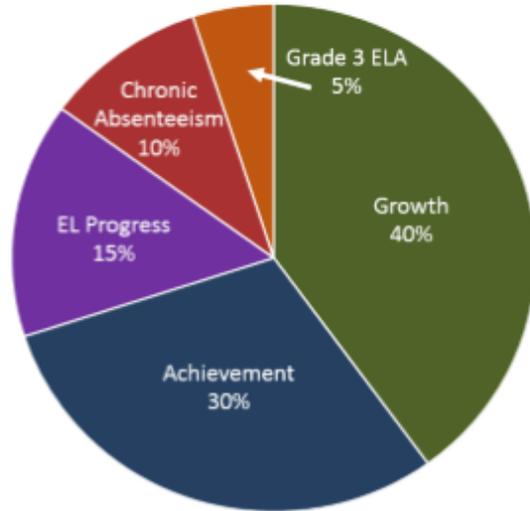


# EVERY STUDENT SUCCEEDS ACT (ESSA) VIDEO TAKE-AWAYS:

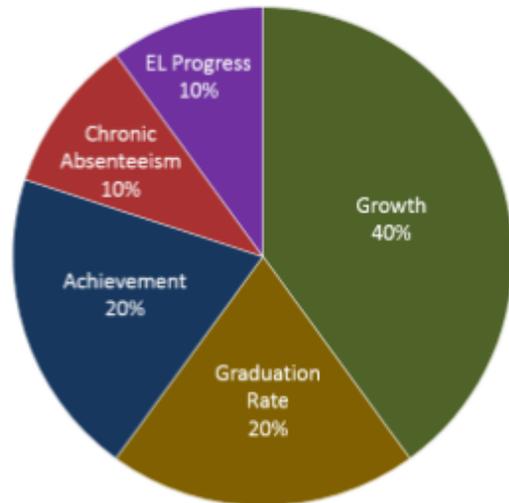
- ESSA went into effect in 2017
- Federal law imposes requirements for public schools
- Designed to close achievement gaps
- Funding is provided to address improvements
- Federal law includes an accountability system
- The accountability system includes ratings for schools
  - Understanding strengths
  - Discovering areas need improvement

# INDICATORS USED FOR RATING SCHOOLS

Schools that Serve Grades K-6



Schools that Serve Grades 7 and above



# SCHOOL DESIGNATIONS:

## Universal Support (US)

- **Entrance:**
  - Any school that is not TSI or CSI.

## Targeted Support & Improvement (TSI)

- **Entrance:**
  - One or more student groups performing below the set expectations

### *School Improvement Plan*

- **Exit:**
  - After 1 year or when student group performs at/above the set expectations.

## Comprehensive Support & Improvement (CSI)

- **Entrance:**
  - School ranks in the lowest 5% of Title 1 schools.
  - 4 year graduation rate is less than 66 2/3%.

### *School Improvement Plan*

- **Exit:**
  - **5%:** Three years if performing above 5%
  - **Graduation:** 1 year if graduation rate is higher than 66 2/3 %.

# SCHOOL DESIGNATIONS:

## Universal Support (US)

- **Support:**
  - Professional development
  - Department of Education support as needed

## Targeted Support & Improvement (TSI)

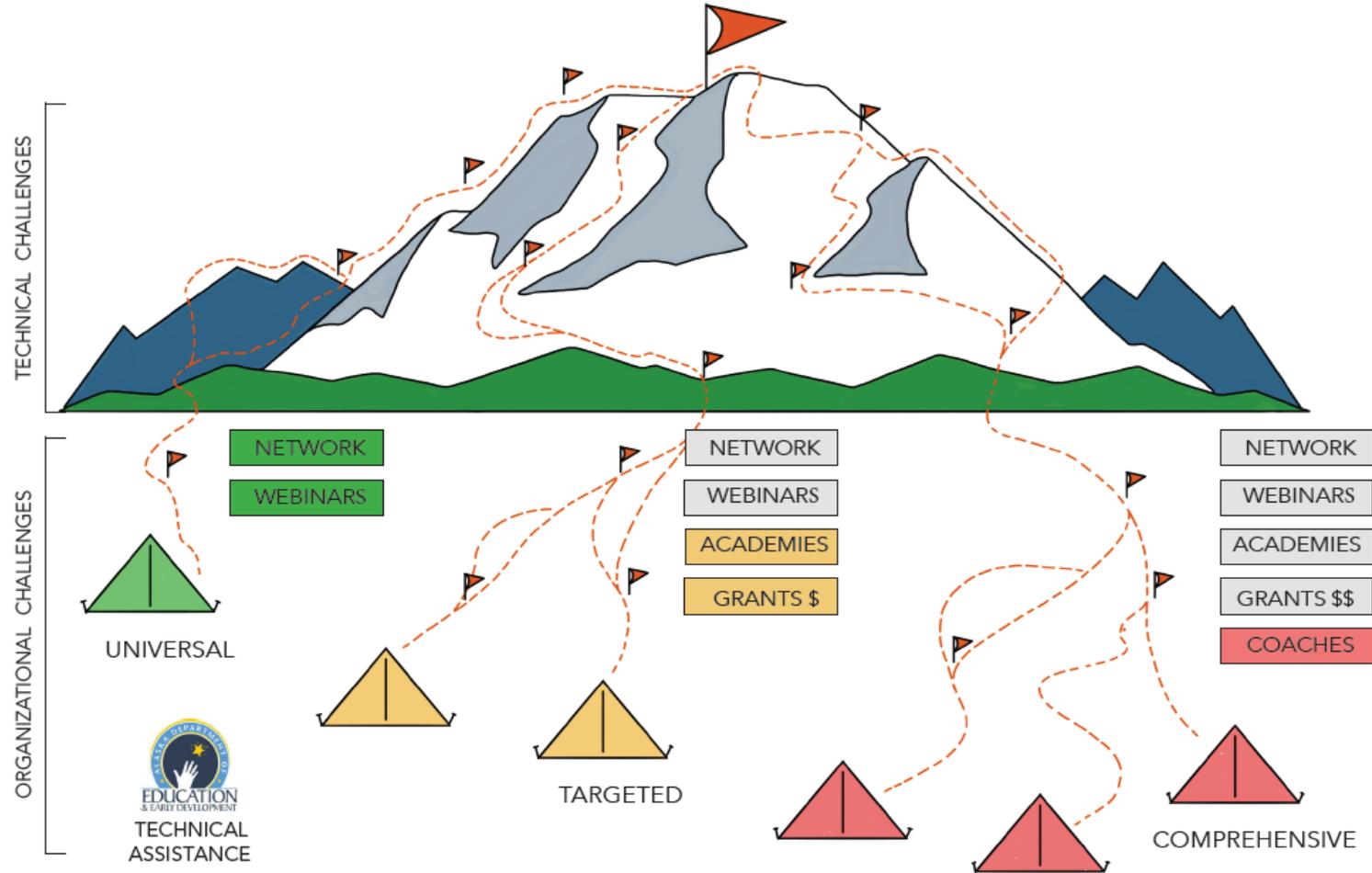
- **Support:**
  - Professional development
  - Department of Education Support as needed
  - School Improvement Plan
  - Funding for School Improvement Plan

## Comprehensive Support & Improvement (CSI)

- **Support:**
  - Professional Development
  - Department of Education support as needed
  - School Improvement Plan
  - Funding for School Improvement plan
  - Coach to support school

# EXPEDITION MAP

ALASKA'S  
EDUCATION  
CHALLENGE



# SCHOOL IMPROVEMENT PLAN ELEMENTS:



Needs assessment



Goals



Evidence-based interventions



Process to assess, monitor and evaluate progress



Budget that includes cohesive professional development

# Northwest Arctic Borough School District (2018-2019)

Results found: 13

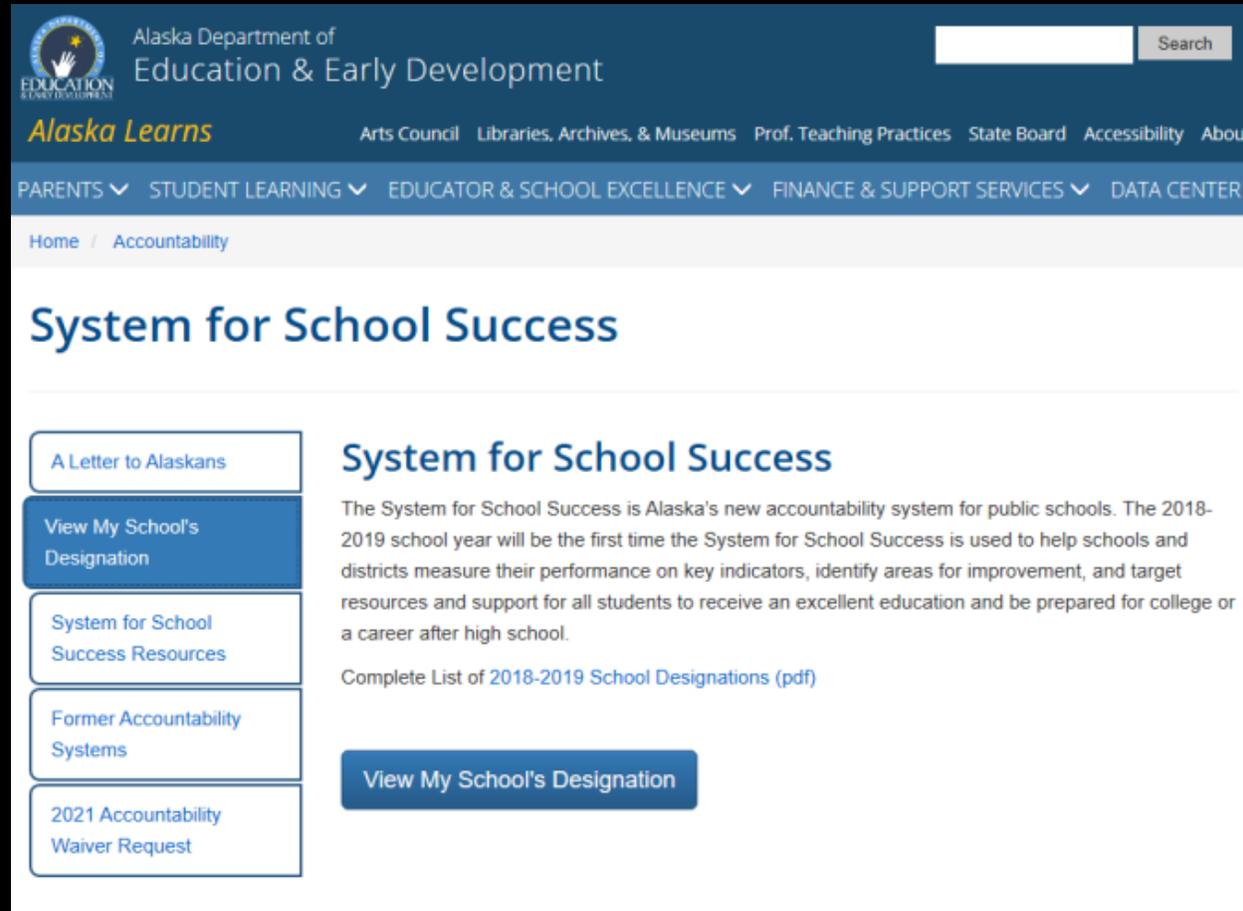
Look up another school:

Search

Result	Grade Span	Support Level	Index Value
<a href="#">Ambler School</a>	PK-12	Comprehensive Support (Lowest 5%) - 2019	11.92
<a href="#">Aqqaluk High/Noorvik Elementary</a>	PK-12	Universal Support	22.74
<a href="#">Buckland School</a>	PK-12	Targeted Support and Improvement - 2019	26.6
<a href="#">Davis-Ramoth School</a>	PK-12	Comprehensive Support (Lowest 5%) - 2019	13.54
<a href="#">Deering School</a>	PK-12	Universal Support	19.89
<a href="#">June Nelson Elementary</a>	PK-5	Universal Support	28.04
<a href="#">Kiana School</a>	PK-12	Universal Support	24.54
<a href="#">Kobuk School</a>	PK-12	Targeted Support and Improvement - 2019	16.2
<a href="#">Kotzebue Middle/High School</a>	6-12	Universal Support	42.07
<a href="#">McQueen School</a>	PK-12	Targeted Support and Improvement - 2019	14.78
<a href="#">Napaaqtugmiut School</a>	PK-12	Universal Support	24.56
<a href="#">NWABSD Home School</a>	KG-12	Comprehensive Support (Graduation Rate) - 2019	15.78

# NW ARCTIC SCHOOL DISTRICT RATINGS

# NWARCTIC BOROUGH SCHOOL DISTRICT DESIGNATION DETAILS



The screenshot shows the Alaska Department of Education & Early Development website. The header includes the department logo, name, and a search bar. A navigation menu contains links for 'Alaska Learns', 'Arts Council', 'Libraries, Archives, & Museums', 'Prof. Teaching Practices', 'State Board', 'Accessibility', and 'About'. A secondary menu lists 'PARENTS', 'STUDENT LEARNING', 'EDUCATOR & SCHOOL EXCELLENCE', 'FINANCE & SUPPORT SERVICES', and 'DATA CENTER'. The breadcrumb trail shows 'Home / Accountability'. The main heading is 'System for School Success'. On the left, a sidebar contains five links: 'A Letter to Alaskans', 'View My School's Designation' (highlighted in blue), 'System for School Success Resources', 'Former Accountability Systems', and '2021 Accountability Waiver Request'. The main content area features the title 'System for School Success', a paragraph describing the system as Alaska's new accountability system for public schools, and a link to a 'Complete List of 2018-2019 School Designations (pdf)'. A blue button labeled 'View My School's Designation' is positioned at the bottom of the main content area.

Alaska Department of  
Education & Early Development

Alaska Learns Arts Council Libraries, Archives, & Museums Prof. Teaching Practices State Board Accessibility About

PARENTS ▼ STUDENT LEARNING ▼ EDUCATOR & SCHOOL EXCELLENCE ▼ FINANCE & SUPPORT SERVICES ▼ DATA CENTER

Home / Accountability

## System for School Success

[A Letter to Alaskans](#)

[View My School's Designation](#)

[System for School Success Resources](#)

[Former Accountability Systems](#)

[2021 Accountability Waiver Request](#)

### System for School Success

The System for School Success is Alaska's new accountability system for public schools. The 2018-2019 school year will be the first time the System for School Success is used to help schools and districts measure their performance on key indicators, identify areas for improvement, and target resources and support for all students to receive an excellent education and be prepared for college or a career after high school.

[Complete List of 2018-2019 School Designations \(pdf\)](#)

[View My School's Designation](#)



# CHANGES AND CHALLENGES...

## Challenges:

- National Assessment of Educational Progress (NAEP) ranks Alaska #48 in reading
- COVID-19

## Changes:

- Waivers related to COVID-19
- Transitioning to a new school improvement model

# CONTACTS

**Director of IEE: Susan McKenzie**

Email: [Susan.McKenzie@alaska.gov](mailto:Susan.McKenzie@alaska.gov)

Phone: 907-269-8594

## Assessment

Elizabeth Greninger

Email: [Elizabeth.Greninger@alaska.gov](mailto:Elizabeth.Greninger@alaska.gov)

Phone: 907-465-8728

## Accountability

Administrator:

John Jones

Email: [John.Jones@alaska.gov](mailto:John.Jones@alaska.gov)

Phone: 907-465-8418

## School Improvement

Administrator:

Brittnay Bailey

Email: [Brittnay.Bailey@alaska.gov](mailto:Brittnay.Bailey@alaska.gov)

Phone: 907-269-6754





Got  
Questions?

# NWABSD



## Teams Training

Amy Eakin  
Director of Technology

## Leading the Way

*Serving the communities of:*

Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk • Kotzebue • Noatak • Noorvik • Selawik • Shungnak

## Teams for the Regional Board:

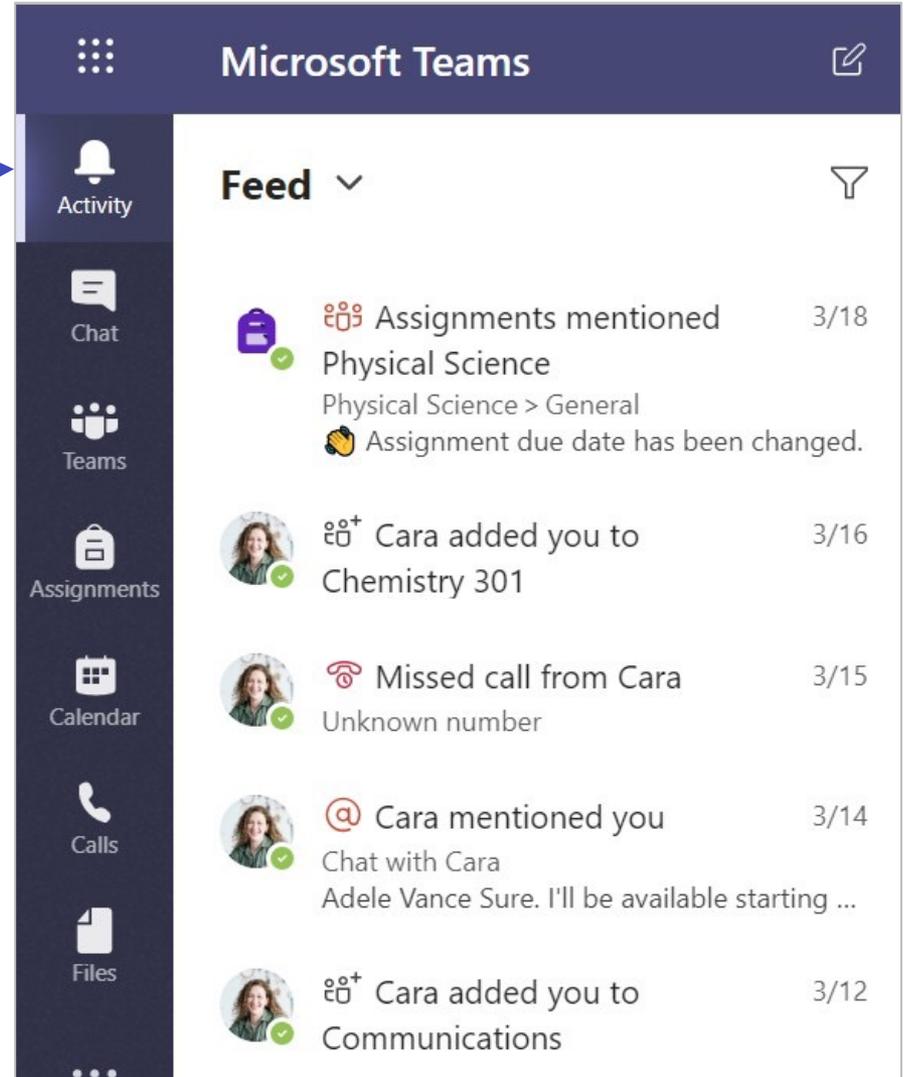
1. Used for meetings
2. Able to call in on the phone toll free
3. Chat
4. View documents
5. Connect via cellphone, laptop, iPad, Polycom equipment
6. Connect from anywhere in the world
7. See presentations and people

## Features:

The screenshot displays the Microsoft Teams interface. On the left, a vertical navigation pane is highlighted with a yellow box, containing icons for Activity, Chat, Teams, Meetings, Files, Assignments, and More. The main area shows a chat window for 'Language Arts 101 > General'. A message from Agne Gustyte (AG) reads: 'Language Arts 101 Greetings class! Welcome to Language Arts 101. Take a moment to browse the different tabs at the top of this screen, especially the Syllabus. That's where you'll see a schedule for all of our units this semester.' Below this is an assignment titled 'Create a bibliography' with a due date of 'Due Mar 14'. The interface also shows a search bar at the top and a 'Join or create a team' button at the bottom left.

## Activity:

- ✓ **AKA Notifications** →
- ✓ **Check the  Activity feed to make sure you don't miss a chat, call, or an @mention.**
- ✓ **A red number shows up to tell you how many activities you have not seen.**

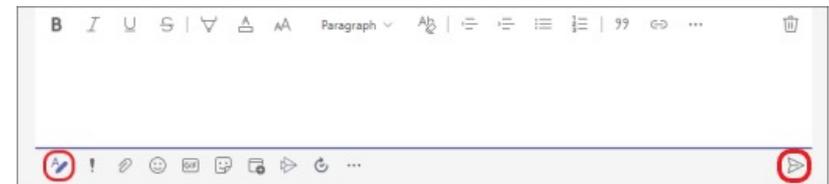
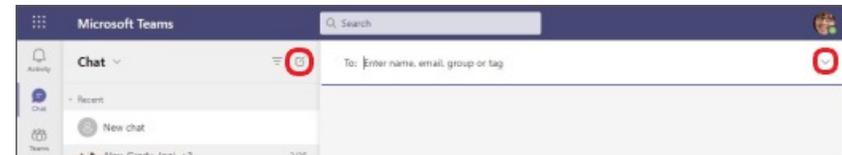
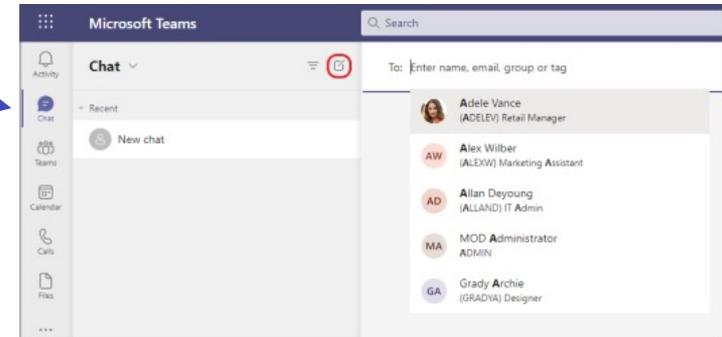


The screenshot shows the Microsoft Teams interface. The top bar is dark blue with the text "Microsoft Teams" and a pencil icon. Below the top bar is a vertical navigation pane with icons for Activity (selected), Chat, Teams, Assignments, Calendar, Calls, and Files. The main area displays the "Feed" with a dropdown arrow and a filter icon. The feed contains several items:

- Assignments mentioned** (3/18): Physical Science, Physical Science > General, Assignment due date has been changed.
- Cara added you to** (3/16): Chemistry 301.
- Missed call from Cara** (3/15): Unknown number.
- @ Cara mentioned you** (3/14): Chat with Cara, Adele Vance Sure. I'll be available starting ...
- Cara added you to** (3/12): Communications.

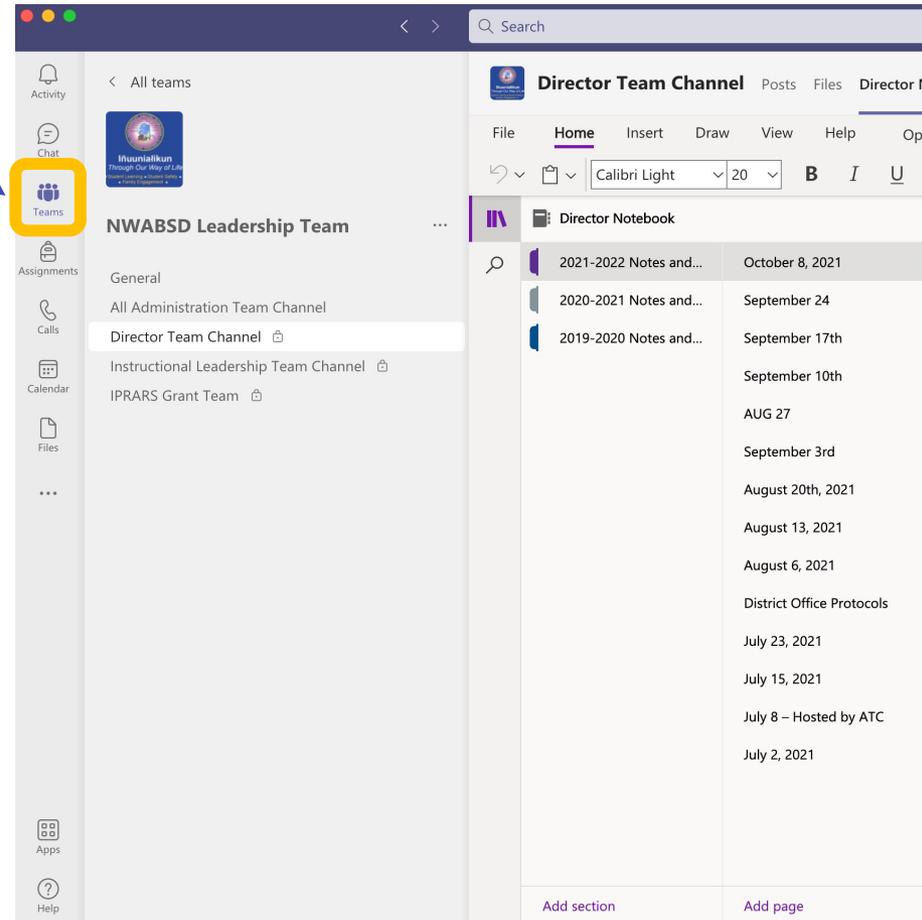
## Chat:

- ✓ To switch from a conversation in a meeting to a private chat with a person or group, select  Chat.
- ✓ Click the  compose box to create a message. You can type out a simple message or add on.
- ✓ Add people to the conversation.
- ✓ Attach an image, gif, sticker, or file.
- ✓ Select Format  and use rich text to make your message stand out.
- ✓ When you are ready click  to send your message.
- ✓ @mention another Board member or staff member.



## Teams:

- ✓ Teams are groups of people brought together for a project, class, committee, or other reason.
- ✓ Every teacher has a Team for each of their classes that includes all students in that class
- ✓ Teams can include channels for group work or subcommittees
- ✓ Team members can share files, collaborate, and add other applications for the group to use
- ✓ The entire team can meet on demand and have a continual message board



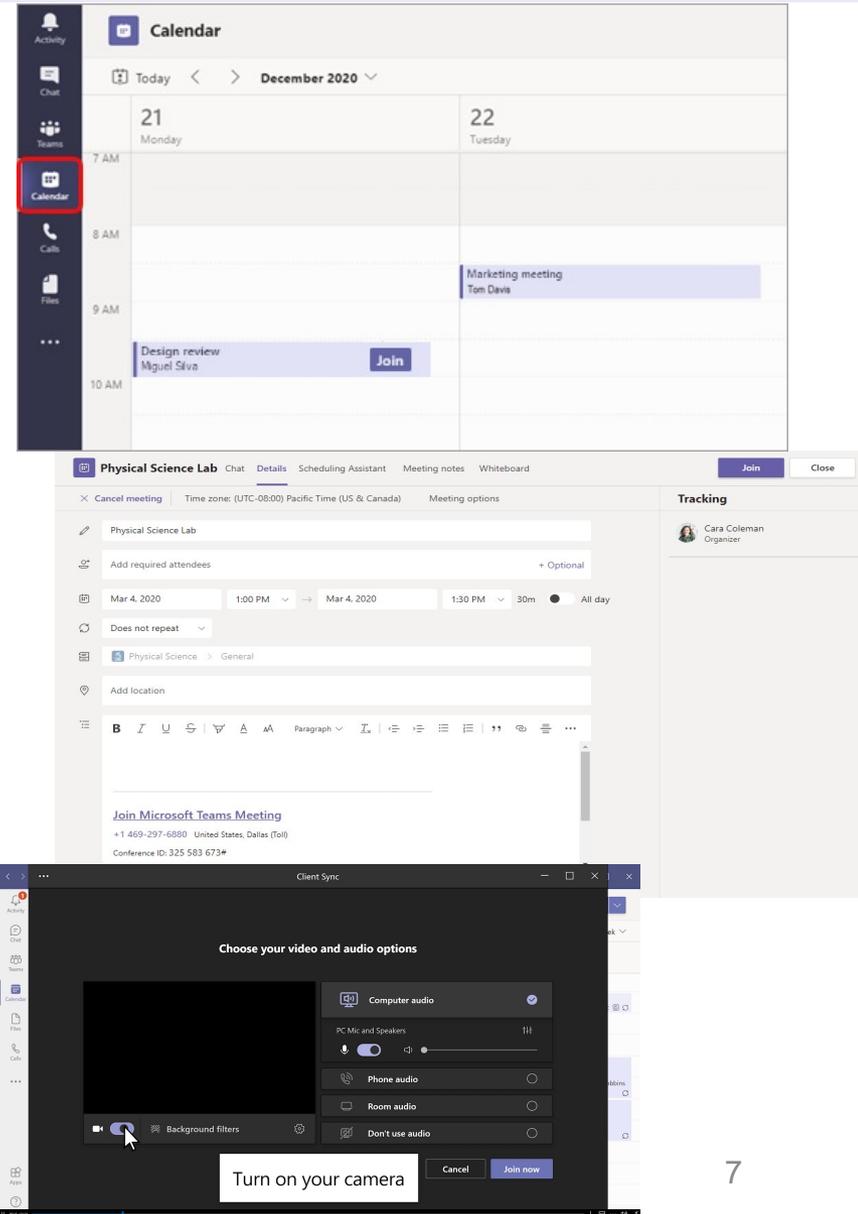
A screenshot of the Microsoft Teams application interface. The left sidebar shows navigation options: Activity, Chat, Teams (highlighted with a yellow box and a blue arrow pointing to the first bullet point), Assignments, Calls, Calendar, Files, and Apps. The main area displays a list of teams under "All teams", including "NWABSD Leadership Team" (selected), "All Administration Team Channel", "Director Team Channel", "Instructional Leadership Team Channel", and "IPRARS Grant Team". The right pane shows the "Director Team Channel" with a "Home" tab selected. Below the ribbon, there is a "Director Notebook" section with a list of notes:

Note Title	Date
2021-2022 Notes and...	October 8, 2021
2020-2021 Notes and...	September 24
2019-2020 Notes and...	September 17th
	September 10th
	AUG 27
	September 3rd
	August 20th, 2021
	August 13, 2021
	August 6, 2021
	District Office Protocols
	July 23, 2021
	July 15, 2021
	July 8 – Hosted by ATC
	July 2, 2021

At the bottom of the right pane, there are links for "Add section" and "Add page".

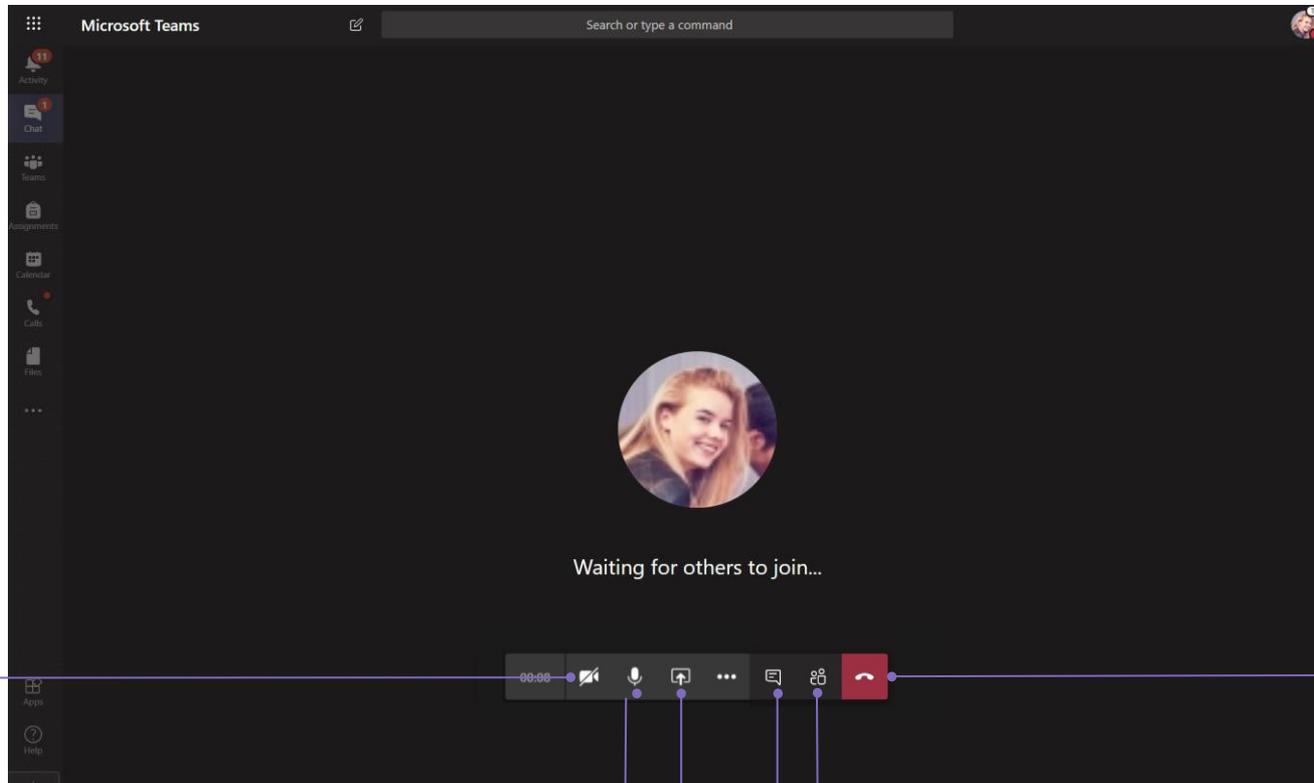
## Calendar:

- ✓ Click on Calendar
- ✓ Locate the meeting
- ✓ If someone starts the meeting, you will just select **Join**.
- ✓ You can also open the meeting and click **Join** to join the meeting.
- ✓ You will then need to decide if you want to join with your camera and mic on
- ✓ Select **Join now** again
- ✓ Outlook may also alert you with a pop-up



The image shows a sequence of screenshots from the Microsoft Teams application. The top screenshot displays the 'Calendar' view for December 2020, with a red box highlighting the 'Calendar' icon in the left-hand navigation pane. A blue arrow points from the text 'Click on Calendar' to this icon. The middle screenshot shows the details for a meeting titled 'Physical Science Lab' on March 4, 2020, at 1:00 PM. A 'Join' button is visible in the top right corner. The bottom screenshot shows the 'Choose your video and audio options' dialog box, where the 'Turn on your camera' button is highlighted with a mouse cursor. A white box with the text 'Turn on your camera' is overlaid on the dialog.

## How to use the toolbar during the meeting:



Turn your video on and off.

Mute and unmute your microphone.

Share your screen or a document.

Participate in the meeting chat.

Leave the meeting. The meeting will continue even after you've left.

See who's in the meeting.

## Files:

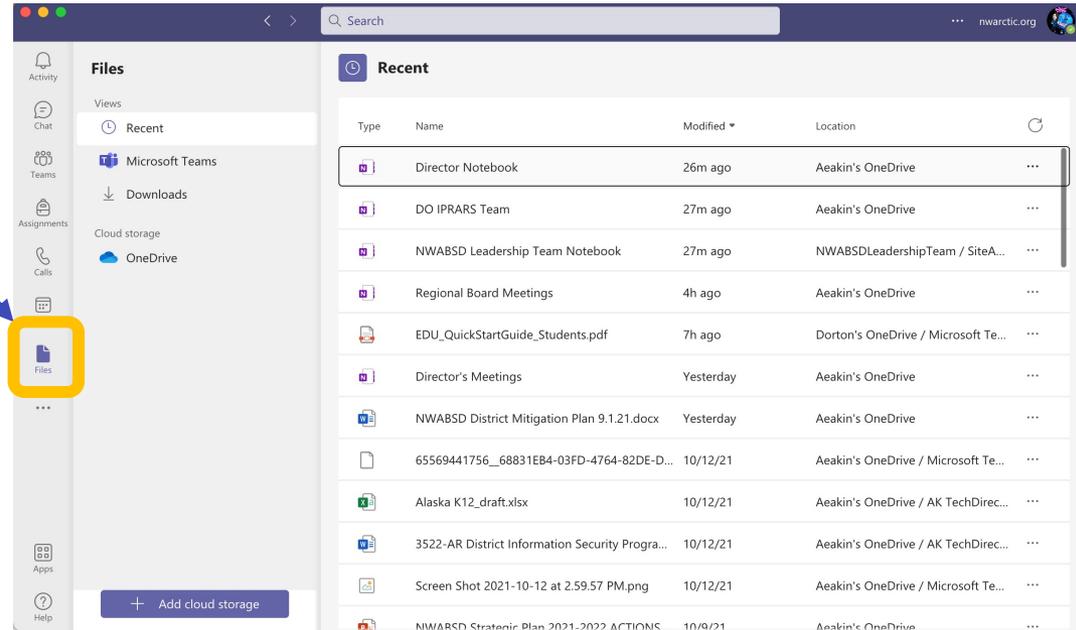
✓ Find important files!

✓ You'll have three views to choose from:

1. The **Recent** view displays the files you've recently viewed or edited.

2. **Microsoft Teams** displays all the files recently created or edited in your channels.

3. **Downloads** contains the files you've downloaded from Teams since your last sign-in.



Type	Name	Modified	Location	
📄	Director Notebook	26m ago	Aeakin's OneDrive	⋮
📄	DO IPRARS Team	27m ago	Aeakin's OneDrive	⋮
📄	NWABSD Leadership Team Notebook	27m ago	NWABSDLeadershipTeam / SiteA...	⋮
📄	Regional Board Meetings	4h ago	Aeakin's OneDrive	⋮
📄	EDU_QuickStartGuide_Students.pdf	7h ago	Dorton's OneDrive / Microsoft Te...	⋮
📄	Director's Meetings	Yesterday	Aeakin's OneDrive	⋮
📄	NWABSD District Mitigation Plan 9.1.21.docx	Yesterday	Aeakin's OneDrive	⋮
📄	65569441756_68831EB4-03FD-4764-82DE-D...	10/12/21	Aeakin's OneDrive / Microsoft Te...	⋮
📄	Alaska K12_draft.xlsx	10/12/21	Aeakin's OneDrive / AK TechDirec...	⋮
📄	3522-AR District Information Security Progra...	10/12/21	Aeakin's OneDrive / AK TechDirec...	⋮
📄	Screen Shot 2021-10-12 at 2.59.57 PM.png	10/12/21	Aeakin's OneDrive / Microsoft Te...	⋮
📄	NWABSD Strategic Plan 2021-2022 ACTIONS ...	10/9/21	Aeakin's OneDrive	⋮

# Microsoft Teams

## Quick Start Guide

New to Microsoft Teams? Use this guide to learn the basics.

**Every team has channels**  
Click one to see the files and conversations about that topic, department, or project.

**Start a new chat**  
Launch a one-on-one or small group conversation.

**Use the command box**  
Search for specific items or people, take quick actions, and launch apps.

**Add tabs**  
Highlight apps, services, and files at the top of a channel.

**Manage profile settings**  
Change app settings, change your pic, or download the mobile app.

**Move around Teams**  
Use these buttons to switch between Activity, Chat, your teams, Calendar & Files.

**View and organize teams**  
Click to see your teams. In the teams list, drag a team name to reorder it.

**See your calendar**  
Click to see your schedule and join meetings.

**Access your apps**  
Find apps added for your teams or your personal use.

The screenshot shows the Microsoft Teams interface with several callout boxes pointing to specific features:

- Join or create a team**: Points to the "Join or create a team" button at the bottom left.
- Manage your team**: Points to the three-dot menu next to a team in the left sidebar.
- Move around Teams**: Points to the navigation icons (Activity, Chat, Teams, Calendar, Files) on the left sidebar.
- View and organize teams**: Points to the team list in the left sidebar.
- See your calendar**: Points to the calendar icon in the left sidebar.
- Access your apps**: Points to the "Apps" icon in the left sidebar.
- Every team has channels**: Points to the "Channels" section in the top bar of a team.
- Start a new chat**: Points to the "Start a new conversation" button in the top bar.
- Use the command box**: Points to the search bar in the top bar.
- Add tabs**: Points to the tabs (Posts, Files, Wiki, etc.) in the top bar of a channel.
- Manage profile settings**: Points to the user profile card on the right side.
- Add files**: Points to a file attachment in a message.
- Reply**: Points to the "Reply" button in a message.
- Compose a message**: Points to the text input area at the bottom of the chat.

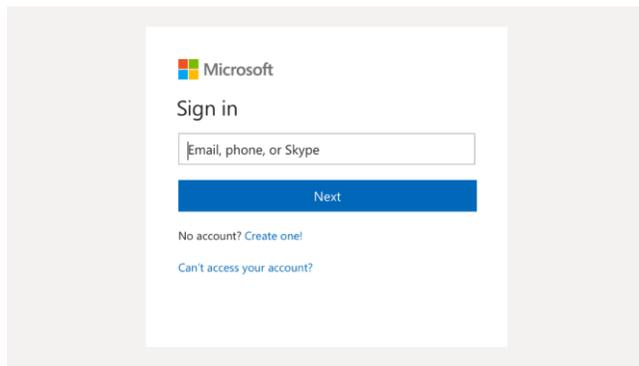
# Microsoft Teams

## Sign in

In Windows, click **Start**  > **Microsoft Teams**.

On Mac, go to the **Applications** folder and click **Microsoft Teams**.

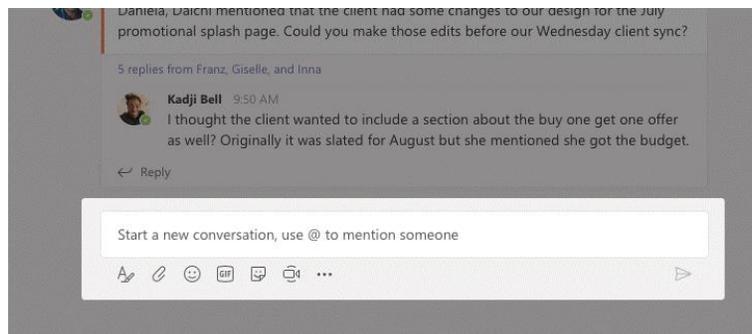
On mobile, tap the **Teams** icon. Then sign in with your Microsoft 365 username and password. (If you're using Teams free, sign in with that username and password.)



## Start a conversation

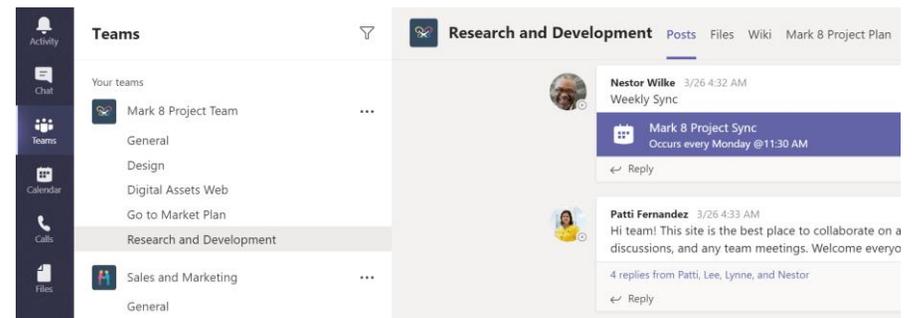
*With the whole team...* Select **Teams** , pick a team and channel, write your message, and click **Send** .

*With a person or group...* Click **New chat** , type the name of the person or group in the **To** field, write your message, and click **Send** .



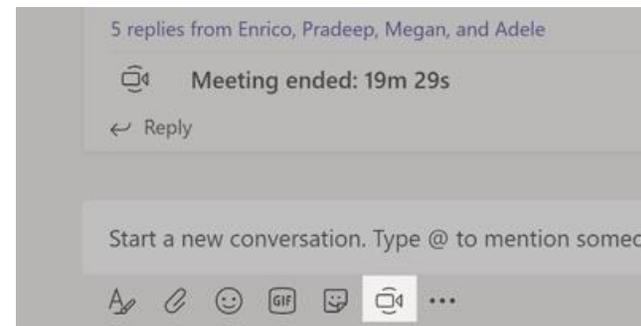
## Pick a team and channel

A *team* is a collection of people, conversations, files, and tools—all in one place. A *channel* is a discussion in a team, dedicated to a department, project, or topic. Select **Teams**  and choose a team. Pick a channel to explore **Posts**, **Files**, and other tabs.



## Start an impromptu meeting

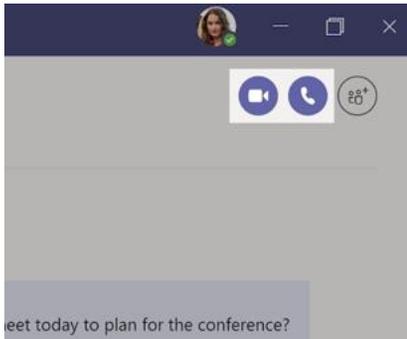
Click **Meet now**  under the area where you type a message to start a meeting in a channel. (If you click **Reply**, then **Meet now** , the meeting is based on that conversation.) Enter a name for the meeting, then start inviting people.



# Microsoft Teams

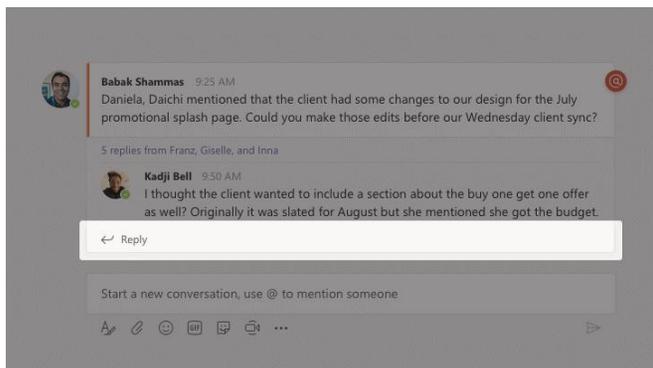
## Make video and audio calls

Click **Video call**  or **Audio call**  to call someone from a chat. To dial a number, click **Calls**  on the left and enter a phone number. View your call history and voicemail in the same area.



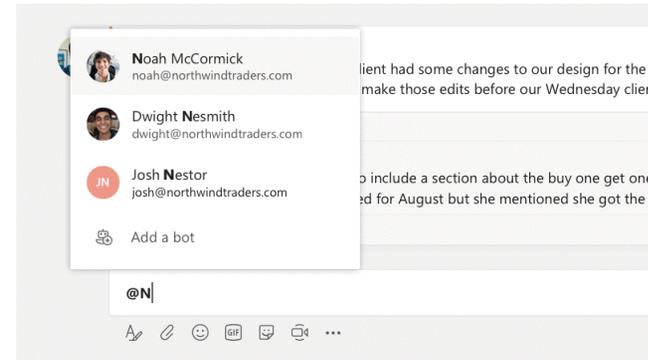
## Reply to a post

Channel posts are organized by date and then threaded. Find the thread you want to reply to, then click **Reply**. Add your thoughts and click **Send** .



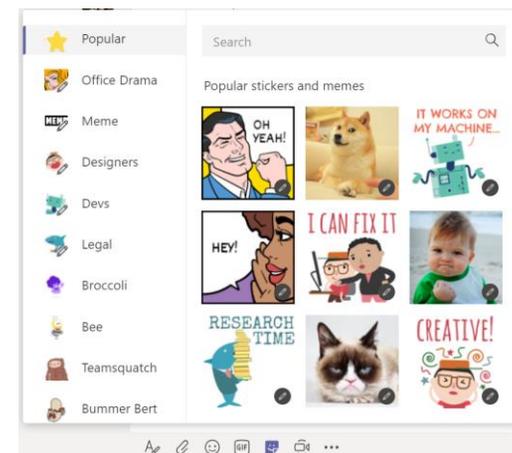
## @mention someone

To get someone's attention, type **@**, then their name (or pick them from the list that appears). Type **@team** to message everyone in a team or **@channel** to notify everyone who favorited that channel.



## Add an emoji, meme, or GIF

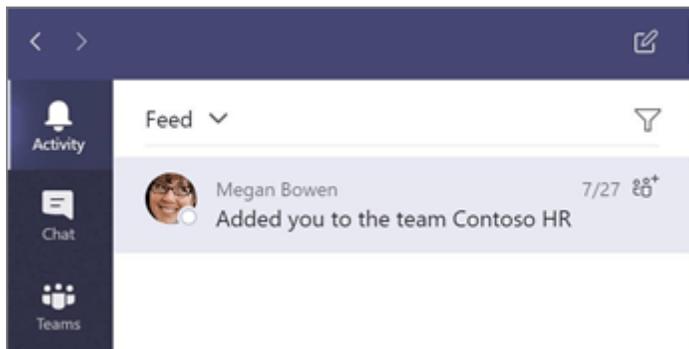
Click **Sticker**  under the box where you type your message, then pick a meme or sticker from one of the categories. There are also buttons for adding an emoji or GIF.



# Microsoft Teams

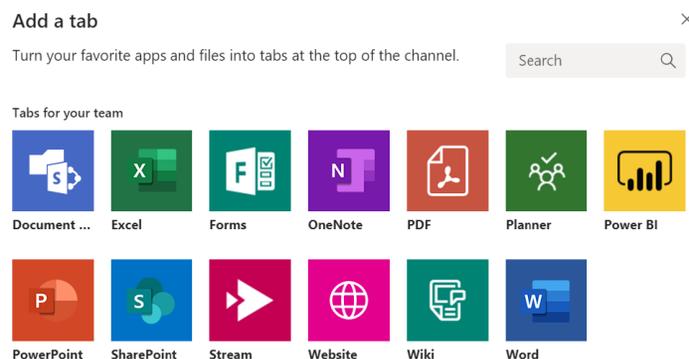
## Stay on top of things

Click **Activity**  on the left. The **Feed** shows you all your notifications and everything that's happened lately in the channels you follow. To set up notifications for a channel, choose ... next to the channel name, then **Channel notifications**.



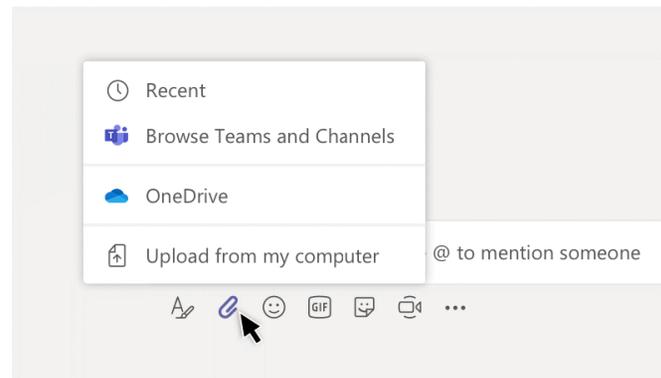
## Add a tab in a channel

Click **+** by the tabs at the top of the channel, click the app you want, and then follow the prompts. Use **Search** if you don't see the app you want.



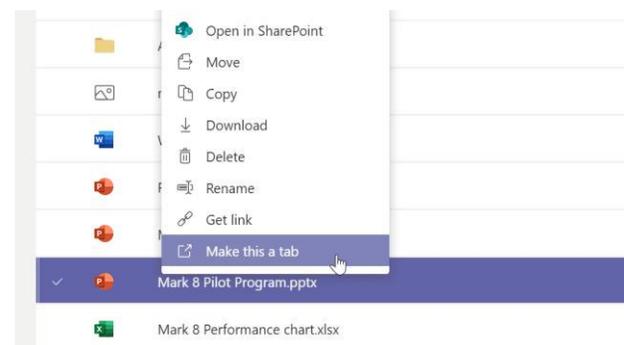
## Share a file

Click **Attach**  under the box where you type messages, select the file location and then the file you want. Depending on the location of the file, you'll get options for uploading a copy, sharing a link, or other ways to share.



## Work with files

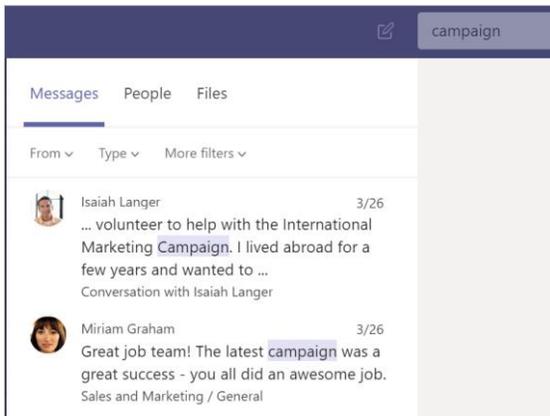
Click **Files**  on the left to see all files shared across all of your *teams*. Click **Files** at the top of a channel to see all files shared in that *channel*. Click **More options ...** next to a file to see what you can do with it. In a channel, you can instantly turn a file into a tab at the top!



# Microsoft Teams

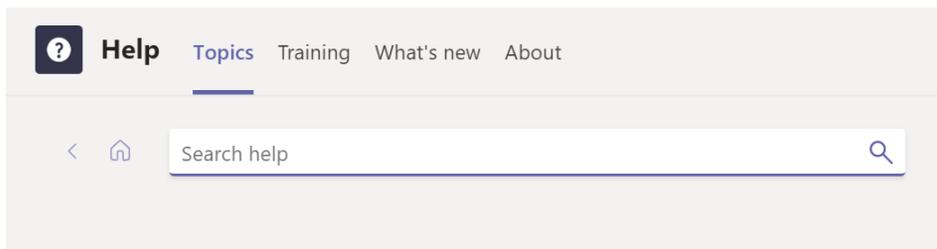
## Search for stuff

Type a phrase in the command box at the top of the app and press Enter. Then select the **Messages**, **People**, or **Files** tab. Select an item or use the filters to refine your results.



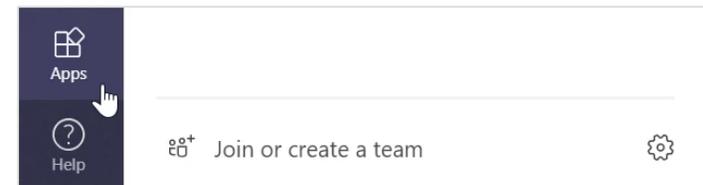
## Get help in Teams

Click **Help** on the left, then choose **Topics**, **Training**, or **What's new**. In help, browse the tabs or search for a topic you're interested in.



## Add apps

Click **Apps**  on the left. Here, you can select apps you want to use in Teams, choose the appropriate settings, and **Add**.



## Next steps with Microsoft Teams

### See what's new in Office

Explore the new and improved features in Microsoft Teams and the other Office apps. Visit <https://go.microsoft.com/fwlink/?linkid=871117> for more information.

### Get free training, tutorials, and videos for Microsoft Teams

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### Send us your feedback

Love Microsoft Teams? Got an idea for improvement to share with us? On the left side of the app, click **Help**  > **Give feedback**. Thank you!

## Get other Quick Start Guides

To download our free Quick Start Guides for your other favorite apps, go to <https://go.microsoft.com/fwlink/?linkid=2008317>.

**Department of Education and Early Development**  
**Northwest Arctic Borough and Northwest Arctic Borough School District**  
**Federal and State Program Funding History**  
 10/4/2021

<b>Program Name</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>
Federal Programs Subtotal	4,455,212	5,349,235	5,263,302	5,521,828	9,079,185
CIP - Davis Ramoth K-12 School Sewer Line Repair, Selawik	-	52,698	-	-	-
CIP - Davis Ramoth K-12 Window Replacement, Selawik	-	-	189,212	-	-
CIP - Kivalina K-12 Replacement School ACIF	7,100,000	2,523,791	2,019,033	15,647,504	12,618,955
Debt Retirement	3,245,937	4,077,188	4,039,462	2,030,635	-
Dividend Raffle Funds	-	-	-	13,134	13,049
Early Learning Moore Expansion	-	123,291	122,663	-	-
Early Learning Programs	-	-	-	150,000	-
Preschool Grant	2,045	-	-	-	-
Public Library Assistance Grant	13,800	-	-	-	-
Public School Funding Program	36,324,477	36,549,193	36,295,295	37,257,850	37,301,684
Pupil Transportation	48,314	52,673	51,933	51,950	52,099
Residential Schools Program	458,420	637,767	656,897	655,208	131,889
Safe Children's Act	4,851	1,100	-	-	-
School Broadband Assistance Grant	58,130	44,024	-	-	169,267
Staff Development	3,567	3,409	-	-	-
Supplemental Funding	-	-	528,597	807,097	-
Teacher Retention Grant	475	-	-	-	-
Two Year Kindergarten Grant	572,987	-	-	-	-
Youth Risk Behavior Survey	1,599	-	3,200	-	-
State Programs Subtotal	47,834,602	44,065,134	43,906,292	56,613,378	50,286,943
<b>#VALUE!</b>	<b>52,289,814</b>	<b>49,414,369</b>	<b>49,169,594</b>	<b>62,135,206</b>	<b>59,366,128</b>



October 15, 2021 Legislative  
Update and Priorities  
J&H Consulting and JM Walsh  
Company

# Legislative Update:

- Fourth Special Session has started, not much is happening.
- Governor Dunleavy wants the following accomplished:
  1. A supplemental dividend in the form of **HB4001** / **SB4001** **Approp: Operating; Perm Fund (GOV)**, an appropriation of \$795,609,508 from the Permanent Fund earnings reserve account which combined with the \$1,100 PFD approved during the Third Special Session would top off this year's dividend to \$2,350, a total roughly equivalent to the governor's proposed 50/50 POMV split proposal.
  2. **PFD program:** the 50/50 plan proposes spending half of the earnings reserve on government services and half for the annual PFD's but leaves a deficit of \$700 million to \$1 billion
  3. HJR 7, SJR 6, or similar measures relating to a permanent fund constitutional amendment (talk of rolling earnings reserve and PCE endowment into corpus)
  4. HJR 6, SJR 5, or similar measures relating to a constitutional spending limit
  5. Measures to increase state revenues but hasn't introduced any legislation, has confirmed that income tax is off the table

# Legislative Update:

The House Floor session on day one saw introduction of the following bills:

- ▶ **HB4002 Oil & Gas Per Barrel Tax Credit (W&M)**, which would reduce the per barrel tax credit at various prices and bring more production tax revenue to the state treasury.
- ▶ **HB4003 Permanent Fund Dividend; 25/75 POMV Split (W&M)**, which would reset the statutory dividend calculation to a quarter of the annual POMV with the remaining three-quarters going to support state services, roughly the equivalent of the past five years of POMV split.
- ▶ **HB4004 Oil & Gas Production Tax (Tarr)**; estimated revenue approx. \$155M/yr.
- ▶ **HB4005 State Sales & Use Tax (Tarr)**, which would stand up a new statewide broad-based sales tax of 2 percent.
- ▶ **HB4006 Appropriation Limit; Gov Budget (Kaufman)**, which would limit growth of annual state budgets to 11.5 percent of the state five-year average real GDP (not counting government spending); limit does not include appropriations to the permanent fund or reserve funds, general obligation or revenue bond payments, or appropriations to address disasters declared by the governor.
- ▶ **HJR401 Const. Am: Approp Limit (Kaufman)**, which would put the above limit in the state constitution.

# Legislative Update:

- ▶ Legislature has made some progress on a fiscal plan but not close to an agreement.
- ▶ Conflicted on what revenue measure to implement. Most discussed are a sales tax between 2 and 4%, education head tax, motor fuels tax , closing the Hilcorp Loop hole or adjusting the per barrel tax credit.
- ▶ Will take a year to implement a new tax.
- ▶ Clock is ticking.
- ▶ Good news oil prices have been up but doesn't completely solve the problem and stocks have been volatile. Oil over \$80 increases income.

# Overall Fiscal Situation:

- ▶ Going into tenth straight year of deficits
- ▶ State UGF has been reduced 43% since 2015
- ▶ Since 2015 capital budgets provide only a state match to federally funded projects
- ▶ School bond debt reimbursement set for 45% for FY 22, two prior years at 50%
- ▶ DEED budget has remained mostly flat with a 2.3% reduction
- ▶ DEED budget one of the few that hasn't seen major cuts without a fiscal plan soon DEED could become a target
  
- ▶ The fiscal situation and the size of the PFD has dominated the legislature for many years now. The failure to resolve this issue really hampers progress in all areas, last year only 37 bills passed.
- ▶ Monitoring federal level for passage of any major legislation but bigger packages stalled here as well.

# NEXT SESSION:

- ▶ Will be going into an election year
- ▶ Redistricting will be litigated and may change legislative bodies
- ▶ Anticipate a flat budget without many changes
- ▶ May be an increase in capital spending
- ▶ Return of the Pre-K reading bill
- ▶ Federal legislation may play a big role in funding opportunities if President Biden's infrastructure bills pass. One is for hard infrastructure and the other for soft infrastructure (Pre-K, child care, adult care givers etc.)
- ▶ We continue to monitor and watch



# TAKIU

- ▶ *It's been a different year but NWABSD adapted and its working.*
- ▶ *We know that prior years' efforts have paid off, with much of education funding in place including the BSA and PCE ,both NWABSD priorities last year.*
- ▶ *Expect another tough year until the revenue puzzle is solved.*

*Any questions ?*

# NWABSD



## Leading the Way

Margaret Hansen, Board President

Terri Walker, Superintendent

Box 51 • Kotzebue, AK 99752

907.442.1802

[twalker@nwarctic.org](mailto:twalker@nwarctic.org)

*Serving the communities of:*

Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk  
Kotzebue • Noatak • Noorvik • Selawik • Shungnak

# Foundational Statements

**MISSION:** To provide a learning environment that inspires and challenges students and employees to excel

**VISION:** To graduate all students with the knowledge, skills, and attitudes necessary for a successful future

## Strategic Plan

January 2021 – June 2022

Goal 1: Student Learning

Goal 2: Student Safety

Goal 3: Family Support and Engagement



# FY21 Legislative Priorities



1. Ensure Adequate Funding for Alaska's Public Education System and Public Schools
2. Ensure Adequate Broadband Capacity, Internet Access, and Affordability to all Alaskan Students and Families
3. Capital Projects: Alaska Technical Center Family Housing
4. Ensure the Preservation of the Power Cost Equalization Endowment Fund and Continue Full Funding for the Power Cost Equalization Program

# 2021 Fall Inservice Survey Results

August 2-6, 2021

## Survey Overview:

Seventy-five people participated in the survey. Forty-three participants were certified, twelve were administration/district office, and the remainder were classified.

## Results Summary:

Participants assigned a number rating from 1-5 on questions pertaining to their experience (1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree)

Presenters were well prepared  
2020 – 2.64                      2021 - 3.87

Session topics were appropriate  
2020 – 2.81                      2021 - 3.57

Onsite sessions organized by my principal were relevant to my needs  
2020 – 2.34                      2021 - 3.99

Onsite sessions organized by my principal were relevant to my school's needs  
2020 – 2.33                      2021 – 4.00

The amount of time for me to prepare was sufficient for me to feel ready to start the school year  
2020 – 3.58                      2021 - 2.39

## Most valuable elements of Fall Inservice

---

learning how to work the new materials/ ECRI

---

SPED Training

---

The ALICE training

---

Alice training

---

as a district office employee we are not invited or even told about what we can attend during inservice. I feel that if we were provided training or some kind of inservice that would be a great benefit to our jobs. alot of he times we are the work horses and do not get anything out of it.

---

visual learning

---

refresher

---

Conor McCoy did a nice job presenting materials that were relevant and useful. Good idea to have teachers lead inservice on Friday. We didn't have to go to Kotz, which is a huge positive.

---

having everyone back

ECRE

Conor Mccoy for Apple TV and Rod and Brett on ASAA requirements

Learning the simple things like Kronos and iVisions was helpful

I realize in my last survey, I only said ECRE in this area for valuable elements. Zoom and Teams were valuable because often in an in-person training, we dont get a chance to talk to so many. So the collaboration was great.

The Science of Reading

Training

It was nice for everyone to be at their own sites so they could work in classrooms during lunch breaks and before/after sessions

ALICE training

Being at our village sites.

The Science of Reading

Phonics for reading, non-verbal communication, block scheduling , remote planning, 504 or Sped?, Foldables

Peer presenters

Alice training and Secretary Training.

Alice training

Ways we can use our block schedule

Susaan Isaacs presentations are always good with good information.

the Mitell program and the ECRI workshop

The last day with different events that were valuable to me as an upcoming teacher.

On site collaborative time

ALICE training

Nice refresher of procedures within the class

Reading training

site based inservice

Science of Reading; ALICE; meeting with local staff

Refreshing my skills

Alice Training

ALICE Training

One Note.

How to use Kronos & ivisions

Being able to stay in the village.

Alice trainer, Friday sessions by our own people in the district, need lots more of that

I appreciate my job!

Not sure

Our Instructional Coaches PD with Michelle!

Collaboration with my own staff and the expectations

Danielson evaluation format.

Able to choose which inservice classes we could attend on Friday.

First aide training

Prep time. Meeting and conversing with peers. Amy and Conner's visit to town.

Visible Learning

None

Safe and Civil, Connor's sessions, Danielsons, visible learning

TIME to prepare for teaching in a PANDEMIC!!!!!!!!!!!!!!!!!!!!!!

I really enjoyed the "science of reading" by Lexi. I also appreciated the staff led meetings. I wish we could have had more to cover more topics. IE: Teams, digital remote options, screencast, (ONE NOTE by Cory was perfect!!). Just to have a review of the things we learned last year.

I was able to go back to the dates of the inservice I have missed.

Ability to choose topics I felt relevant and beneficial.

Reviewing the Danielson's Framework for Teaching

I felt all areas covered specific needs for specific groups.

CPR

The training for us on line was very helpful

Site time we had with our staff & Admin.

The protection plans in caae of a crazy fire armed person.

Time on site

CPR and first aid for classified

online trainings

**Least valuable elements of Fall Inservice**

listening to Champs

Danielson Training, could be done later in the year.

The IPRARS training could have been summarized into an hour's worth of information.

Dibels

We need a printable inservice schedule available for all employees. Was confusing at first. No place to participate.

not enough professional development offered to classified staff that is centered to what they do.

Pretty much everything except the visual learning.

too hurried

What was the focus of the Inservice this year? Visible Learning, Alice Training, Champs? wheres the continuity from year to year? Materials were not relevant and even if they were we had no time to put the information into practice.

not seeing the people from the villages :)

I did not get a chance to attend the sessions I could really use. Instead I had to sit through repeated sessions I had had before.

---

ALICE Training was too much calling on people to talk and not giving enough professional instruction.

---

Lexie. I had no other relevant choice during her times so I attended at no benefit

---

might be nice to offer hosted free rooms to encourage teachers/staff to connect for mentors, etc.

---

The trainings that they have every year

---

No comments

---

Many of the presenters were dry or unprepared. Visual Learning, for instance, had so much good information, but the presenter was so difficult to listen to. Others, especially on Friday, just seemed unprepared or geared toward beginner teachers. I heard from many veterans that there was little for them on Friday.

---

Having ECRI for so long. ECRI is less teacher friendly than Anita Archer's explicit instruction. Not having applicable sessions the last day. Having Mr. Denton in Noatak - made the beginning of the year disjointed for our staff, some of his comments to different staff were not appropriate, the very short time we had together as a site seemed hijacked by Mr. Denton (wasn't a good use of our time - him telling us about his experience in the military and education but not getting to know the new admin and staff, focused a majority of our time on lunch protocols and not first day of school agenda.

---

Visible Learning concepts

---

N/A

---

I only took the two

---

none

---

There were some elements of the inservice that may returning teachers have seen many times and can be repetitive, a reminder is good but not having to see the information again like a first time teacher to the region.

---

Very little/no time scheduled for incorporating the information that was presented.

---

not sure

---

I felt like some of the sessions were organized. However, the speakers were not aware of our culture, atmosphere, or environment to be productive and effective speakers for this region.

---

visual learning and place based lessons

---

One Note training since we cannot use it

---

kronos training for returning employees

---

No real Sped training

---

non site based - so much trouble with power and connectivity - issues

---

Very little time to get started on mandatory training

---

Internet connection

---

I tried to do the surveys they did not work. I tried everything to get on the survey page after the first day.

---

Visual Learning

---

Place Based

---

---

The way Inservices were assigned for special education teachers. It was unclear which ones were for new teachers vs old teachers. If one was for old teachers, it was unclear which session the new teachers should attend instead. I ended up listening to almost the exact same reading presentation 3 times!

---

Topics that do not pertain to special ed

---

First 4 days of fire hose info, repeated info for new teachers that we all had to sit through including for 3 year teachers and beyond needed their own classes that were not useful or relevant.

---

There was not adequate time to prepare lesson plans and for classes.

---

Showing clips of Dead Poets Society and not cutting to the chase on very real problems and discipline issues in the district

---

N/A

---

Everything is valuable its the way we apply it daily to our life and teaching.

---

Powerschool for returning teachers. There appeared to be no new information given.

---

Not enough time for teachers to prepare their rooms and their lessons for the first week of school.

---

Visible learning

---

Champs

---

None

---

ALICE - There have been 244 school shootings in almost 200,000 schools in the last 20 years. That works out to 10 per year that is 1 in 100,000. The pandemic is now and real. We should be working on how to teach in that environment!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

---

We had NO time as a staff to meet each other, planning, coordinating as a school. We needed to figure out how to do breakfast, lunch, lockers, PE, .....the list was long. We were soooo busy in our district meetings that we couldn't even finalize our schedule as a team. When we left last year there were so many unknowns. None of them were discussed when we returned. It would have been nice to have some site time (more than one hour).

---

Not enough time to make schedules for classified aide.

---

N/A.

---

na

---

NA

---

Visible Learning

---

Didnt get to go to Noorvik

---

Evaluation Topics

---

N/A

---

Friday choices were scattered and there were some internet problems- there were some great ones but some just didn't work sadly.

---

ALICE

---

irrelevant to my job

---

**Recommendations for next year or additional comments.**

---

More time to prepare for students.

---

Provide time for sites to collaborate daily, such as the first and last hour of every day.

---

More time to do things and meet as a site

---

Every employee needs a lap top or a computer that is equipped with sound technology.

---

Provide more support for your classified staff with PD that is important to them and their duties, also trainings that will better our employees to do good in their jobs, more organization and more information of when things will be going on and who can attend.

---

Give teachers more time to prepare for the school year instead of one day. Also be transparent with teachers and stop withholding information. Explain why we have some of the PD courses we have and what the plan moving forward with the PD is. Instead of springing a new system on the teachers 8 months down the road and say well you had the PD back in the fall. Currently there is no trust between the District Office and the Certified Staff and you could focus your time on building that trust with the people that are in the trenches.

---

classified aides were listening in on different sessions per supervisors

---

Give us time to work on all the information that was passed down otherwise its pointless. We need presentations that help us in the classroom, for example, the presenter teaches us how we should teach our student. Anita Archer is the master, we should have an entire inservice with Anita Archer. That would be more valuable than any of this stuff, very frustrating week. No blended learning, no continuity from year to year. What is the direction of our district?

---

hands on to help in all areas

---

Allow us to choose topics we need. I realize there will be some we all need to have but there are some every day that I would hve really liked to attend. No redundancy please.

---

Give more sessions with local people.

---

Offer specialist some relevant classes. PE, Health, CTE, Art, Inupiaq

---

Continue to have NWA staff offer expertise

---

Way too many sessions to have in a day. It's so overwhelming to cram 5 different sessions in a day and be in a topic for 6-7 hours. The presenters go way too fast and teachers don't get an opportunity to take it all in. We also needed to have a training on the Apple Tv that was installed. It was listed on the schedule but no presenter showed up during the scheduled session. The tech department should have the student devices ready for the first day of school. Teachers are expected to have their classrooms ready with only one work day as the entire last week was Inservice all day every day.

---

No comments at this time

---

More time with sites, maybe the first hour of each day could be for site meetings. We really need the time with our principals at the beginning of the year. And if you're going to offer days to choose your sessions, make sure there is something geared for beginner/veteran and each grade level.

---

Have Anita Archer's explicit teaching instead of ECRI, CHAMPS, etc. If remote learning is on the radar, having adequate training. Don't assume teachers will have time to teach new hire teachers how to utilize programs for remote learning when they have their own classes to prepare for. I've never felt more ill-prepared for a new school year, or felt like our staff was so micromanaged in the beginning of the year instead of feeling welcomed to the new school year and focused on what's best for our staff to prepare for students.

---

Time to learn new technology or devices purchased by the district

---

More time to set up/organize classroom. Having zoom sessions all day was not beneficial and due to mandatory active participation, I had (barely) enough time to set my classroom up and prepare materials.

---

Record sessions just in case there are 2 sessions scheduled at the same time:)

---

Principal training in I-visions

---

all good

---

Please schedule mornings for presentations and afternoons for teachers to implement.

---

one solid day is NOT enough to get my room ready.

---

The administration needs to speak with every speaker about our schools, where we are, the culture, and the Inupiaq values held here. This way, they understand our region and how to be most effective in the classroom.

---

properly vet presenters and material before they are allowed to present to our district

---

Stop cramming so much into inservice. There is only so much that we can get. The daylong training was way too long and should have been split into 2 morning or 2 afternoon sessions. Also, no one was around to teach CANVAS.

---

SPED Training

---

more time for teachers to prep for the classroom and more site based inservice

---

None

---

All day Zoom sessions did not help me get ready in my classroom. There was not a single break time between sessions. Materials were not lining up with one note. You want us to do so much in the village but there is no time.

---

More time for planning and preparation for our classrooms needs to be part of those 5 days. There needed to be a 5-10 break between sessions! Materials were unorganized. Break it down for which platforms you want us to use! Upper grades/Lower grades! Make the surveys a clickable link! Most of us were on our laptops, and our classrooms weren't put together with our iPads by our side to use the QR codes. Soooooo many "apps" thrown at us as possibilities with no training given...AppleClassroom for example. Canvas and OneNote are NOT fitting for the lower grades! I was lead to believe we all needed to be working in Canvas and OneNote, yet Apple Classroom was also mentioned as a possible lower grade LMS. All of these in-services could be recorded for teachers to access later.

---

More time in my classroom

---

Sessions specifically for new special education staff where all the types of paperwork (positive attendance, SOAP notes etc) that the district requires is gone over. Additionally, expectations of the district for special education teacher lesson plans.

---

Time for specific special ed topics.

---

2 Days of training by local teachers in the district, 1 day of District, 1 day in village training meaningful to each school with principal, 2 days in our classrooms to do meaningful lessons and champs reflections from real scope and sequence references for our 50-75 secondary student prep instead of one work day given the day before kids come and no time to prepare for the lessons that first week or test out the tech and ask questions about Apple TV use, smart board use with no mini Mac's to use anymore, real time allowed for real complete preparations including One Note and Teams and Canvas prep for students. I had to work 3 days and nights over the week and weekend to be able to be ready for tuesday students and handouts and lessons and copies and student folders and student journals and CIPA and Champs posters and .....

---

Please set aside time for teacher preparation.

---

More teacher time to prepare

---

Inservice was great. I would like more time to work with staff and review our needs as a school, but overall, sessions were meaningful and collaborative!

---

Quality time with staff to help listen and here Q & A... we only human..

---

An additional teacher preparation day would be helpful.

---

Give teachers more work days.

---

I would really like intensive aide topics for my position. Something more relevant to me.

---

More time to prepare for the begging of the year.

---

Better uses of the computer and its programs but have a ref. guide to go with it. Example the new IEP program for SpEd comes with a downloadable manual which talks you through all the steps with pictures.

---

None

---

TIME to prepare for teaching, getting computers ready for students, working on curriculum!!!!!!!!!!!!!!!!!!!!!!

---

Give more site time to do planning/preparation, More staff instruction on what they do in their classrooms.

---

Go back to the little booklet with the schedule and note taking. It was handy, without it I had to no paper n pen to start off with.

---

N/A.

---

Provide additional time for teacher classroom prep.

---

Teachers could use maybe two days of preparation/work time to get ready in classrooms (not just the one scheduled work day).

---

Have Bilingual Aides come to Kotzebue

---

Give teachers 3 uninterrupted work days to prepare for students and support new teachers in the building.

---

Nothing, keep up the good work!

---

More time for on-site prep in classrooms, especially with the need to make/use canvas and onenote.

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The national presenters this year were noticeably lacking in an understanding of our region. It felt like a lot of their information was irrelevant to our student populations and schools. I was very happy to finally receive first aid training. I also enjoyed Friday's sessions and the ability to chose which ones felt relevant to me, but it would have been nice to receive a short blurb for each one before attending. I had to chose mine based on the title alone, making it hard to chose

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apple tv, smart board crash course

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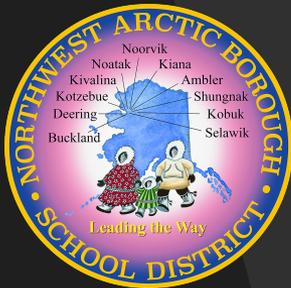
more online trainings for Outlook,Excel,Word,Power School

# Inservice Survey Results and Professional Development Overview



# Inservice Survey Overview

- 75 participated (19%)
  - 43 certified
  - 12 administration/  
district office
  - 20 classified



# Inservice Survey Results

Participants assigned a number rating from 1-5 on questions pertaining to their experience  
(1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree)

Presenters were well prepared  
2020 – 2.64                      **2021 - 3.87**

Session topics were appropriate  
2020 – 2.81                      **2021 - 3.57**

Onsite sessions organized by my principal were relevant to my needs  
2020 – 2.34                      **2021 - 3.99**

Onsite sessions organized by my principal were relevant to my school's needs  
2020 – 2.33                      **2021 – 4.00**

The amount of time for me to prepare was sufficient for me to feel ready to start the school year  
2020 – 3.58                      **2021 - 2.39**

# Strengths:

- 28% (21/75) - sessions given by outside presenters  
*(8)Literacy, (8)ALICE, (1)Safe and Civil, (2) Danielson, and (2)Visible Learning training*
- 20% (12/75) - choice of sessions provided by district presenters
- 12 % (9/75) - time at site or in-person
- 1 % (1/75) – Special Education training



# Inservice Survey Results

# Inservice Survey Results



## **Weaknesses:**

- 25% (19/75) - sessions given by outside presenters  
*(3)Literacy, (4)ALICE, (2)Safe and Civil, (2) Danielson, and (8)Visible Learning training*
- 12% (9/75) - more time to prepare classroom
- 5% (4/75) - Trainings done every year
- 3% (2/75) - Need for printed agenda
- 1% (1/75) - Technology or technology training need
- 1% (1/75) - Need for a focus of trainings

# Opportunities:

- 41% (31/75) - more time to prepare and hands-on trainings
- 8% (6/75) - Choice in sessions
- 5% (4/75) - Visible Learning training
- 5% (4/75) - Technology and session recording



# Inservice Survey Results

# Inservice Survey Results

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## **Classified Staff**

- Strength
  - 30% (6/20) - CPR and First Aid training
- Weakness
  - 20% (4/20) - more specific training for job responsibilities
- Opportunities
  - 25% (5/20) - Specific classified training

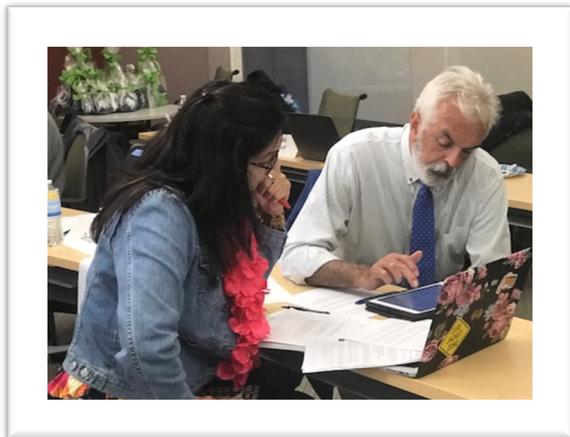
# Professional Development

- Ongoing, job-embedded for all staff
- District-wide collaborative schedule
- Site based Student Data teams to facilitate the Multi-Tiered System of Supports (MTSS) for students
- Principal collaborative schedule



# July

Date	Time	Topic	Training Group
July 26-30	Monday - Friday	Principal Inservice – Instructional Leadership	Principals
July 29-30	Thursday - Friday	New Teacher Inservice	New NWABSD Teachers



# August

Date	Time	Topic	Training Group
August 2-6	Monday - Friday	<b>District Inservice – Fall Inservice</b>	All Staff
August 11	Wednesday	Walkthroughs	Principals
August 16	Monday	Certified Evaluations/ Negotiated Agreements/ PTPC Training	Certified Staff
August 18	Wednesday	Meeting Times and Topics	Principals
August 23	Monday	Fall Map	Instructional Staff
August 25	Wednesday	Principal's Portion of Danielson Evaluation	Principals
August 30	Monday	<b>District Inservice – Visible Learning</b>	Instructional Staff
August 31	Tuesday	Evaluator's Best Practices	Principals

# September



Date	Time	Topic	Training Group
September 1	Wednesday	IPRARS Follow-up & Facilitating a PLC	Principals
September 8	Wednesday	NIET – Pre-Conference Training	Principals
September 13	Monday	District-wide Grade Level/Content PLC Meeting – Introduction, Roles, Norms, and Agendas	Instructional Staff
		Student Data PLC Meeting – Embrace MTSS Training	Student Data Team
September 15	Wednesday	NIET – Post-Conference Training	Principals
September 20	Monday	District-wide Grade Level/Content PLC Meeting – 1.2.2 Red High-Risk Operational Status Remote Lesson Plans with Instructional Videos	Instructional Staff
		DIBELS Training	K-5 and 6-8 ELA Teachers & Aides
September 22	Wednesday	Observation Support Day – IPRARS	Principals
		Training, ASC Elections	Principals
September 27	Monday	Site Staff Meeting	All School Staff
September 29	Wednesday	Safe and Civil	Principals

# October

Date	Time	Topic	Training Group
October 4	Monday	PowerSchool Grading – All Teachers	Certified Staff
		Instructional & SPED Aide Training	Classified Aides
October 5	Tuesday	Post Conferencing Like a Champ	Principals
October 6	Wednesday	Facilitating a PLC	Principals
October 11	Monday	Student Data PLC Overview and Meeting	Student Data Team
October 13	Wednesday	Instructional Coaching Follow-up	Principals
October 18-19	Monday	<b>District Inservice – Visible Learning Cybertraps for Educators</b>	Instructional Staff All Staff
	Tuesday	<b>District Inservice – Visible Learning</b>	Instructional Staff
October 20	Wednesday	STEPP Training/ Scheduling	Principals
October 25	Monday	Student Data PLC Meeting	Instructional Staff
		Waterford	K-2 teachers DRG, SHG, OBU and Aides
October 27	Wednesday	IPRARS Follow-up & Facilitating a PLC	Principals

# November - December



Date	Time	Topic	Training Group
November 1	Monday	Alaska STEPP Update	All School Staff
November 3	Wednesday	Strengthening a Culture of Growth Through Learning Walks and Strengths-based Coaching	Principals
November 8	Monday	District-wide Grade Level/Content PLC Meeting – 1.1.1 Culturally Responsive Lessons	Instructional Staff
		ECRI Training	K-2 Teachers & Aides
November 10	Wednesday	Safe and Civil	Principals
November 15	Monday	Site Staff Meeting	Certified Staff
		Instructional & SPED Aide Training	Classified Aides
November 17	Wednesday	Danielson Follow-up	Principals
November 22	Monday	Student Data PLC Meeting	Student Data Team
November 29	Monday	District-wide Grade Level/Content PLC Meeting – 1.1.1 Culturally Responsive Lessons	Instructional Staff
December 1	Wednesday	Instructional Coaching Follow-up	Principals
December 6	Monday	Site Staff Meeting	All School Staff
December 8	Wednesday	Safe and Civil	Principals
December 13	Monday	Student Data PLC Meeting	Student Data Team

# January

Date	Time	Topic	Training Group
January 3	Monday	Site Staff Meeting - Site and Classroom Management Plans --Review and revise	All School Staff
January 5	Wednesday	Principal Training	Principals
January 10	Monday	District-wide Grade Level/Content PLC Meeting – 1.3.1 Power Standards	Instructional Staff
January 12	Wednesday	Observation Support Day - IPRARS	Principals
January 17	Monday	District-wide Grade Level/Content PLC Meeting – 1.3.1 Power Standards	Instructional Staff
		DIBELS Training	K-5 Teachers and Aides
January 19	Wednesday	Instructional Coaching Follow-up	Principals
January 24	Monday	Student Data PLC Meeting	Student Data Team
January 26	Wednesday	RTI Follow-up	Principals
January 31	Monday	Site Staff Meeting - RTI/Effective Instruction Conference Follow-up	Certified Staff
		Instructional & SPED Aide Training	Classified Aides

# February



Date	Time	Topic	Training Group
February 2	Wednesday	Danielson Follow-up	Principals
February 7	Monday	District-wide Grade Level/Content PLC Meeting – 1.3.1 Power Standards	Instructional Staff
		ECRI Training	K-2 Teachers & Aides
February 9	Wednesday	Principal Training	Principals
February 14	Monday	<b>District Inservice – Visible Learning</b>	Instructional Staff
February 16	Wednesday	IPRARS Follow-up & Facilitating a PLC	Principals
February 21	Monday	Student Data PLC Meeting	Student Data Team
February 23	Wednesday	Principal Training	Principals
February 28	Monday	State Assessment Preparation	3-12 Certified Staff
		ECRI Training (K-2)	K-2 Certified Staff
		Instructional & SPED Aide Training	Classified Aides

# March

Date	Time	Topic	Training Group
March 2	Wednesday	Safe and Civil	Principals
March 7	Monday	District-wide Grade Level/Content PLC Meeting– 1.3.1 Power Standards	Instructional Staff
		DIBELS Training	6-8 ELA Teachers & Aides
March 9	Wednesday	Principal Training	Principals
March 14	Monday	Spring Break	
March 21	Monday	State Assessment Preparation	Certified Staff
		Instructional & SPED Aide Training	Classified Aides
March 23	Wednesday	Instructional Coaching Follow-up	Principals
March 28	Monday	Student Data PLC Meeting	Student Data Team
March 30	Wednesday	Principal Training	Principals

# April - May



Date	Time	Topic	Training Group
April 4	Monday	<b>District Inservice</b>	All Staff
April 6	Wednesday	CPI/ALICE Follow-up	Principals
April 11	Monday	Alaska STEPP Update	All Site Staff
April 13	Wednesday	Danielson Follow-up	Principals
April 18	Monday	Student Data PLC Wrap-up Meeting	Student Data Team
April 21-22	Thursday-Friday	Spring Principal Training	Principals
April 25	Monday	Grading and PowerSchool End of Year	Certified Staff
		Instructional & SPED Aide Training	Classified Aides
April 27	Wednesday	Principal Training	Principals
May 2	Monday	District-wide Grade Level/Content PLC Meeting – 1.3.1 Power Standards, Practices Reflection & Wrap-up	Instructional Staff
May 4	Wednesday	Principals' Wrap-up Meeting	Principals

# Additional Supports

- Alaska Staff Development Network
- Maniilaq/ PC Cares
- Alaska Arts Education Consortium
- Conference Opportunities
- Classified staff trainings
  - First Aid and CPR
  - Southeast Regional Resource Center
  - School Secretaries trainings



# Questions?

