

**State Board of Education & Early Development**

**Tentative Agenda  
Teleconference Meeting**

**July 30, 2014**

**Originating in the Commissioner’s Conference Room  
Department of Education & Early Development  
801 West 10<sup>th</sup> Street  
Juneau, AK 99801**

***Mission Statement:** To ensure quality standards-based instruction to improve academic achievement for all students.*

***July 30, 2014***

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- 9:00 AM      1.      Call to Order and Roll Call .....Esther Cox, Chair
2.      Pledge of Allegiance .....Esther Cox, Chair
3.      Disclosures of potential conflicts of interest.....Esther Cox, Chair
4.      Approval of the Agenda .....Esther Cox, Chair
- 9:15 AM      Public Comment .....Esther Cox, Chair

Public comment is open on agenda and non-agenda items. Comment at this oral hearing is limited to three minutes per person and five minutes per group. **Public comment can be made for this meeting, during this time only, by calling 1-855-463-5009 if you are outside of Juneau. For participation from Juneau, call 463-5009.** This meeting will be streamed through the Legislative Information Office over <http://www.alaskalegislature.tv/> beginning at 9:00 a.m. on July 30, 2014, (audio only). Click on the meeting name to listen to the meeting proceedings. When public comment is over, the meeting will continue to be broadcast at the above web site.

Comment can also be made by visiting your local Legislative Information Office (LIO). The following LIO’s will participate: Anchorage, Barrow, Cordova, Bethel, Fairbanks, Juneau, Kenai, Ketchikan, Kodiak, Kotzebue, Mat-Su, Nome, Seward, Sitka, and Unalaska. For more information about LIO’s, call 907-465-4648. In the event there are more than two hours of public comment, the board may move to amend the agenda to extend the oral hearing to accommodate those present before 8:55 a.m. who did not have an opportunity to comment. The board also reserves the right to adjourn at a later time.



**To: Members of the State Board of  
Education & Early Development**

**July 30, 2014**

**From: Michael Hanley, Commissioner**

**Agenda Item: 5A**

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**◆ ISSUE**

The board is being asked to adopt regulations related to funding of Internet speed at public schools.

**◆ BACKGROUND**

- The Alaska State Legislature passed HB 278, which includes provisions to bring schools' Internet speeds up to 10 megabits of download second (10 Mbps).
- Behind this cover memo are: 1) authorizing language, AS 14.03.126 Funding for Internet services; 2) proposed regulations; and 3) comments received during the open public comment period.
- Linda Thibodeau, Director of Libraries, Archives & Museums, will be present to brief the board.

**◆ OPTIONS**

Adopt the proposed regulations.

Amend the proposed regulations and adopt the amended regulations.

Seek more information.

**◆ ADMINISTRATION'S RECOMMENDATION**

Adopt the proposed regulations.

**◆ SUGGESTED MOTION**

I move the State Board of Education & Early Development adopt the proposed amendments to 4 AAC 33 Article 6, Funding for the improvement of Internet speed at public schools.

Sec. 14.03.126. Funding for Internet services.

(a) Each fiscal year, a district in which one or more schools qualify for a discounted rate for Internet services under the federal universal services program is eligible to receive an amount for each school that is equal to the amount needed to bring the applicant's share to 10 megabits of download a second of the Internet services.

(b) If insufficient funding is appropriated to provide funding authorized under this section, the state share shall be distributed pro rata to eligible school districts.

(c) In this section,

(1) "applicant's share" means the difference between the cost of Internet services that are eligible for the discount under the federal universal services program and the discount received for those services under the federal universal services program;

(2) "federal universal services program" means the program established in 47 U.S.C. 254 and regulations implementing that section.

[7/21/2014 version for Board consideration 7/30/14]

4 AAC 33 is amended by adding new sections to read:

**Article 6. Funding for the Improvement of Internet Speed at Public Schools.**

**Section**

- 600. Purpose
- 605. Application
- 610. Application deadline for fiscal year 2015
- 620. Funding calculation
- 630. Eligible costs
- 640. Notice of funding
- 645. Notice of funding for fiscal year 2015
- 650. Distribution of funding
- 655. Distribution of funding for fiscal year 2015
- 660. Report of current Internet speed
- 665. Year-end report
- 670. Return of unexpended funds
- 675. Program Audit
- 680. Nonpayment, required refund, or future denial
- 685. Filing or submission date
- 690. Definitions

**4 AAC 33.600. Purpose.** The purpose of 4 AAC 33.600 - 4 AAC 33.690 is to establish a process of determining eligibility for and distribution of payments under AS 14.03.127 (Funding for Internet services), subject to the availability of appropriations. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.605. Application.** (a) A district in which one or more schools qualify for a discounted rate for Internet services under 47 U.S.C. 254 (federal universal service program) may apply to the department for funding under AS 14.03.127 to increase the download speed of the Internet to 10 Megabits per second (Mbps) for a circuit or connection that is accessible to student Internet users at a school operated by the district.

(b) Each year, not later than the deadline for an applicant to the federal universal service program to file the Federal Communications Commission Form 471 (Description of Services Ordered and Certification Form) under 47 C.F.R. 54.504, a district seeking funding under AS 14.03.127 shall file with the department on a form provided by the department a complete application for funding under AS 14.03.127 for the following fiscal year.

(c) An application shall be filed electronically with the department according to application instructions available on the department's website,

<http://www.education.alaska.gov>.(d) An application must be signed by the superintendent of the applicant.

(e) An applicant shall provide information in the application regarding Internet services available for use by the students of the district, including

(1) a list of each circuit or connection that serves a school operated by the district and provides Internet access for students at an initial negotiated capacity of less than 10 Mbps;

(2) the Internet speed measured in Mbps of download for each circuit or connection listed under paragraph 1, verified in writing by the Internet service provider for the district;

(3) the current cost and the applicant's share of the current cost for each Internet circuit or connection listed under paragraph 1 in monthly, recurring charges to the district, with the current cost verified in writing by the Internet service provider for the district; and

(4) the total cost and the applicant's share of the total cost in monthly, recurring charges for increasing the Internet speed to 10 Mbps of download at each Internet circuit or connection listed under paragraph 1, with the total cost verified in writing by an Internet service provider qualified under the universal service program;

(f) An applicant shall provide information in the application regarding the district's filings with the universal service program and the district's eligibility for the universal service program for the fiscal year for which funding is sought, including

(1) Federal Communications Commission Form 470 (Description of Services Requested and Certification Form) filed by the applicant with the Universal Service Administrative Company;

(2) Federal Communications Commission Form 471 (Description of Services Ordered and Certification Form) filed by the applicant with the Universal Service Administrative Company; and

(3) a fully-executed contract for Internet services for the fiscal year for which funding is sought that complies with all requirements of the universal service program.

(g) An applicant shall provide other information in the application to the department as needed for the department to determine eligibility and calculate funding under AS 14.03.127.

(h) An applicant shall provide in the application an email address and the name of the contact person for the applicant to be used for notifications and other communication from the department to the district regarding funding under AS 14.03.127. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127                    AS 14.07.020                    AS 14.07.060

\* Editor's note: Information regarding the Federal Communications Commission filing deadlines is available on the website of the Universal Service Administrative Company at <http://www.usac.org/sl> or by telephone toll-free at 1-888-203-8100.

**4 AAC 33.610. Application deadline for fiscal year 2015.** Notwithstanding 4 AAC 33.605(b), not later than December 1, 2014, a district seeking funding under AS 14.03.127 for fiscal year 2015 shall file with the department on a form provided by the department a complete application for funding under AS 14.03.127. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127                    AS 14.07.020                    AS 14.07.060

**4 AAC 33.620. Funding calculation.** (a) A district is eligible for funding under AS 14.03.127 to increase the amount that the district shall contribute to the cost of Internet service; i.e., the "applicant's share," as a successful applicant in the federal universal service program, so that funding will be sufficient to provide an Internet download speed of at least 10 Mbps for student Internet users in the district.

(b) A district is eligible for a pro rata share of the available funding under AS 14.03.127

based on a calculation that takes into account

(1) the number of Internet circuits or connections that serve a school in the district that

(A) provide Internet access for student users; and

(B) operate at an initial negotiated capacity of less than 10 Mbps; and

(2) the applicant's share of the cost of increasing the initial negotiated capacity to 10 Mbps for each circuit or connection under (b)(1).

(c) A district may not calculate the negotiated capacity of an eligible circuit under (b)(1) by dividing the total speed of a connection by the number of circuits served by the connection.

(d) The department shall calculate a district's need under AS 14.03.127 by multiplying the eligible circuits or connections under (b)(1) by the applicant's share of the cost of increasing the initial negotiated capacity under (b)(2) to 10 Mbps for each connection.

(e) The department shall calculate the total need for all eligible applicants under AS 14.03.127 by combining the verified need of all eligible applicants under AS 14.03.127.

(f) An eligible district qualifying for funding under AS 14.03.127 may receive a proportionate share of the total funding need under AS 14.03.127.

(g) The department shall calculate a district's proportionate share as a ratio with a district's need in the numerator and the total funding need for all district applicants under AS 14.03.127 in the denominator. That ratio shall then be applied to the available funding under AS 14.03.127 to determine the funding for which a district is eligible under AS 14.03.127. (Eff.

\_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:** AS 14.03.127      AS 14.07.020      AS 14.07.060

**4 AAC 33.630. Eligible costs.** A district shall include only monthly, recurring costs for eligible circuits or connections in its calculation of current Internet service cost and the projected cost of increasing the eligible circuit or connection speed to 10 Mbps under 4 AAC 33.605. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.640. Notice of funding.** The department shall notify an applicant of its eligibility for funding and the amount of the available funding under AS 14.03.127 not later than May 15 of each year. If an applicant has provided an email address to be used for communications under AS 14.03.127, the department may notify the applicant of its eligibility and funding under this section by email. This notice shall be considered a final action for purposes of appeal under 4 AAC 40. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.645. Notice of funding for fiscal year 2015.** Notwithstanding 4 AAC 33.640, the department shall notify an applicant of its eligibility for funding and the amount of the available funding under AS 14.03.127 for fiscal year 2015 not later than January 30, 2015. The funding may be used to reimburse eligible costs incurred by the district in fiscal year 2015 prior to receipt of the funding. If an applicant has provided an email address to be used for communications under AS 14.03.127, the department may notify the applicant of its eligibility and funding under this section by email. This notice shall be considered a final action for purposes of appeal under 4 AAC 40. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.650. Distribution of funding.** The department shall distribute funding under AS 14.03.127 to districts not later than August 15 of each year. A district shall use funding distributed under AS 14.03.127 to pay for Internet service for circuits or connections that are accessible to students. If a district files an appeal under 4 AAC 40 and in the final resolution of that appeal is accorded an increased allocation for funding under AS 14.03.127, payment pursuant to the final decision shall be provided from the following year's appropriation, if any, under AS 14.03.127. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.655. Distribution of funding for fiscal year 2015.** Notwithstanding 4 AAC 33.650, the department shall distribute funding under AS 14.03.127 for fiscal year 2015 to districts not later than March 15, 2015. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.660. Report of current Internet speed.** (a) A district shall provide as the current Internet speed in its application under 4 AAC 33.605 the initial negotiated capacity for each eligible circuit or connection.

(b) The department will calculate a district's need under 4 AAC 33.620 using the initial negotiated capacity, so an increase in Internet speed funded under AS 14.03.127 may be maintained in subsequent years. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.665. Year-end report.** (a) By April 15 of the fiscal year that a district receives funding under AS 14.03.127, a district shall file a year-end report with the department on a form provided by the department. The recipient shall report

(1) the total of paid invoices for Internet circuits or connections that serve student users for the current fiscal year, including the applicant's share and the total cost;

(2) anticipated costs, including the applicant's share and the total cost for Internet circuits or connections that serve student users for the remainder of the fiscal year; and

(3) the negotiated capacity in Mbps for each circuit or connection listed in the district's application under 4 AAC 33.605 as reported by the Internet service provider at the time of the most recent invoice.

(b) A district that fails to submit a timely year-end report shall not be eligible to receive funding under AS 14.03.127 for the following school year.

(c) A district shall file a year-end report with the department electronically according to instructions available on the website for the department, <http://education.alaska.gov/>. (Eff. \_\_\_/\_\_\_/\_\_\_, Register \_\_\_)

**Authority:** AS 14.03.127      AS 14.07.020      AS 14.07.060

**4 AAC 33.670. Return of unexpended funds.** By July 30 of each year, a district shall return to the department funds received under AS 14.03.127 unexpended for eligible costs for Internet services during the prior fiscal year. (Eff. \_\_\_/\_\_\_/\_\_\_, Register \_\_\_)

**Authority:** AS 14.03.127      AS 14.07.020      AS 14.07.060

**4 AAC 33.675. Program audit.** The department may conduct an audit of a district's

compliance with AS 14.03.127 and 4 AAC 33.600 - 4 AAC 33.690 at any time. A district that applies for funding under AS 14.03.127 shall retain all records related to its application and funding under AS 14.03.127 and under the universal service program for any year as to which the district has applied for funding under AS 14.03.127. A district shall retain the records for ten years after the end of the fiscal year in which funding under AS 14.03.127 is received. A district receiving funding under AS 14.03.127 shall provide the department with the requested records within 15 calendar days of receipt of the written request of the department. (Eff.

\_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.680. Nonpayment, required refund, or future denial.** If the department determines that a district is not in compliance with AS 14.03.127 and 4 AAC 33.600 - 4 AAC 33.690 or the requirements for successful participation in the universal service program, the department may withhold payment under AS 14.03.127, require reimbursement of prior payments, or deny future funding under AS 14.03.127. (Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.685. Filing or submission date.** (a) An application, year-end report, or other filings or submissions to the department under AS 14.03.127 will be considered filed or submitted as of the postmark date of the document. If the document is submitted by a method that does not provide a postmark date, the document will be considered filed or submitted as of the date stamped or otherwise marked on the document when it is received at the department's office. An electronic filing or submission, if allowed, will be considered filed or submitted at the

time the filing or submission is received in electronic form by the department.

(b) For the purposes of this section, "postmark date" means the date of mailing stamped or otherwise marked by the United States Postal Service or a private delivery service on a document with prepaid postage and correctly addressed to the department's office. (Eff.

\_\_\_/\_\_\_/\_\_\_, Register \_\_\_)

**Authority:**    AS 14.03.127            AS 14.07.020            AS 14.07.060

**4 AAC 33.690. Definitions.** (a) In AS 14.03.127 and 4 AAC 33.600 - 4 AAC 33.690, unless the context requires otherwise,

(1) "department" means the Department of Education and Early Development;

(2) "district" means a borough or city school district, a regional educational attendance area, and a state boarding school;

(3) "fiscal year" means the fiscal year calculated under state law; for example, fiscal year 2015 runs from July 1, 2014, to June 30, 2015.

(b) In 4 AAC 33.600 - 4 AAC 33.690, unless the context requires otherwise,

(1) "applicant's share" has the meaning given in AS 14.03.127(c)(1) ;

(2) "circuit or connection" means a mode of access to the Internet, whether a direct connection or via a circuit through a wide-area network (WAN); in this paragraph, "wide area network" means a voice, data, or video network that provides connections from within an school to other locations beyond the school;

(3) "commissioner" means the commissioner of education and early development;

(4) "initial negotiated capacity" means the Internet speed for an eligible circuit or

connection that a district reports on FCC Form 471(Description of Services Ordered and Certification Form) filed with the Universal Service Administrative Company under the universal service program for

(A) fiscal year 2015; or

(B) the first year the district applies under both the universal service program and AS 14.03.127, whichever date is later;

(5) "Mbps" means Megabit per second of Internet download speed;

(6) "universal services program" has the meaning given in AS 14.03.127(c)(2).

(Eff. \_\_\_\_/\_\_\_\_/\_\_\_\_, Register \_\_\_\_)

**Authority:**    AS 14.03.126            AS 14.07.020            AS 14.07.060

# **PUBLIC COMMENT**



# Anchorage School District

## Education Center

5590 E. Northern Lights Blvd. • Anchorage, AK 99504 • 907-742-4000 • www.aedk12.org

July 10, 2014

Commissioner Mike Hanley  
Attn. Regulations Review  
Department of Education and Early Development  
801 West Tenth Street, Suite 200  
PO Box 110500  
Juneau, AK 99811-0500

Dear Commissioner Hanley:

Thank you for the opportunity to comment on the proposed amendments to State regulations. Please see Anchorage School District's comments on the proposed changes to 4 AAC 33.600-.690 Internet Speed in the attached.

My staff and I are available to answer any questions, and will forward any additional feedback or remarks on the regulations as you deem necessary.

Sincerely,

Ed Graff  
Superintendent

Attachment

cc: Anchorage School Board  
Mike Graham, Chief Academic Officer  
Mark Foster, Chief Financial Officer  
Mike Fleckenstein, Executive Director, Internet Technology

*Educating All Students for Success in Life*

Anchorage School Board Edo Croll, President  
Kameron Perez-Vardja, Vice President  
Kathleen Plunkett, Clerk

Betha Davis, Treasurer  
Tam Agosti-Gisler

Pat Higgins  
Natesha von Inhof

Superintendent Ed Graff

Comment on proposed changes to 4 AAC 33.600-.690 Internet Speed

July 10, 2014

Anchorage School District supports the proposed amendments to 4 AAC 33.600-.690, relating to increasing Internet speed at public schools.

While the new assistance provided in statute answers a need for school districts statewide, ASD is concerned that the 10 Mbps threshold may be outdated and recommends consideration of support for a significantly faster threshold in line with enterprise rather than residential usage.

ASD and other Alaska school districts continue to develop curriculum and instructional units that require high-speed local and wide-area networks as well as Internet access bandwidth. In addition, state requirements for interactive online testing will drive peak bandwidth requirements during the annual state testing window. The combination of these factors appears likely to drive significant bandwidth challenges for middle and high schools offering a solid foundation of science, technology, engineering and math courses, which may easily require in excess of 1,000 Mbps (1 gigabit) speeds within the next few years.

This projection is also in keeping with national and international benchmarks for information and telecommunications services. Some countries that not long ago had average household Internet access speeds of just over 100 Mbps now have a new standard of 1,000 Mbps (1 gigabit) access for individual households, (priced at the equivalent of \$20/month).

As DEED reviews initiatives to help Alaskan students become increasingly competitive with students from around the world, ASD recommends providing additional support to enable Alaska schools to significantly increase online connectivity speeds.

**Thibodeau, Linda S (EED)**

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**From:** Fry, Eric V (EED)  
**Sent:** Tuesday, July 15, 2014 4:30 PM  
**To:** Hanley, Michael S (EED); Morse, Les (EED); Thibodeau, Linda S (EED); Miller, Lisa A (EED); Weyhrauch, Luann E B (LAW)  
**Subject:** FW: Comments on Regs

-----Original Message-----

From: eric.fry@alaska.gov [mailto:eric.fry@alaska.gov]  
Sent: Tuesday, July 15, 2014 3:57 PM  
To: Fry, Eric V (EED)  
Subject: Comments on Regs

Name: Jason Bockenstedt  
E-Mail: jbockenstedt@gci.com  
Telephone: 907 868-8733

I am commenting on: 4 AAC 33.600-.690. Internet Speed My Comments: General Communications Inc. (GCI) appreciates this opportunity to submit comments regarding the Alaska Department of Education's proposed regulations for 4 AAC 33.600-.690. Internet Speed. As Alaska's largest and most experienced provider of broadband connectivity to schools and libraries, GCI can attest that schools and libraries need access to advanced technology and digital tools for learning. In 1997, GCI created SchoolAccess to help schools and libraries in rural communities prepare for lifelong success in an increasingly interconnected, global economy. Today, GCI SchoolAccess focuses exclusively on the K-12 school and library environments and serves more than 100,000 students and library patrons. GCI SchoolAccess strives to provide its schools and library customers with the highest level of support to meet the demands for learning and access to information. GCI SchoolAccess understands the digital landscape for Alaska's anchor tenants' and the need for E-Rate subsidy to provide telecommunication and Internet services.

The Alaska Department of Education & Early Development proposes to adopt regulation changes in Title 4 of the Alaska Administrative Code to implement AS 14.03.127, which was enacted by the 2014 legislature that provides state funding for school districts to increase Internet speed to 10 megabits of download per second. The proposed regulations describe a funding program, subject to appropriation, to assist school districts with the cost of improving Internet download speed at all public schools that are not currently at 10 Mbps of Internet download speeds. Additionally, the regulations may address among other things a procedure for school districts to apply for funding, standards for eligibility, the funding calculation, eligible costs, and a report showing current Internet speeds.

As the Department considers how to implement AS 14.03.127, the following recommendations are submitted:

1. Synchronize Alaska and Federal E-Rate terminology and calendar to reduce confusion and administrative burden on schools
  - a. GCI believes the Department of Education & Early Development (DEED) should reduce the confusion between the FCC E-Rate Fiscal Year and the Alaska Fiscal Year by identifying E-Rate FY and State of Alaska FY.
  - b. The requirement in the proposed regulations that the Alaska application include an FCC Funding Commitment Decision Letter (FCDL) by May 1st is not realistic. Many schools will not receive their FCDL's until sometime from July to October. We suggest changing the application date to match the E-Rate cycle or allow for the FCDL to be included upon receipt rather than on the initial application date.

c. The proposed notice of funding by the department no later than July 1 does not provide adequate notice for schools to obligate district monies within the FCC window for signing contracts with selected ISP (USAC E-Rate window closes end of March). We suggest State application period in which school districts apply for the State subsidy coincides with E-Rate window, (e.g. prior to the E-Rate Form 470 timeframe (October-December)).

d. The proposed regulations envision distributing funding no later than August 15 each year and by March 15, 2015 for Fiscal Year 2015. This implies the district will be responsible for paying their portion, plus the anticipated state subsidy for one month (July), to comply with FCC E-Rate rules, and then get reimbursed. For financial and administrative reasons, this may not be possible for some districts and will likely prevent some districts from applying for needed services. We suggest changing the August 15 State funding commitment date to coincide with the E-Rate contracted dates (July 1).

e. The proposed provisions regarding nonpayment, refunds, and/or future denials has negative implications for district contracts with Internet Service Providers. The budget risk for these school districts would be so great if funding was denied that schools may not apply for the Alaska subsidy. We suggest following USAC guidelines for appeals. It is also important to understand the adverse impacts funding decisions can have school ISP contractual agreements.

## 2. Schools Require More Clarity

a. The regulations must provide clarity regarding the funding period for FY 2015. The regulations propose that applicants will receive eligibility and availability of funds no later than January 30, 2015. What months will be funded for school districts? Will they be retroactively funded if they implemented E-Rate FY 2014 in July 2014? What happens if school districts wait for the funding application notice on January 30th, then submit request to the ISP? Depending on service levels, it could be March or April before service could be delivered. We suggest eligibility for State FY 2015 monies be given to those districts that applied for E-Rate funding and have growth options available in their contract. Without E-Rate subsidy, districts would have to pay retail for growth and the State subsidy funding commitment of \$5M will be insufficient for all schools that are eligible.

b. The proposed regulations should also clarify the requirements for reporting current internet speed. For example, what E-Rate Fiscal Year constitutes "current" internet speed for these reporting purposes? How will the department calculate need for subsequent years when transport and costs change? We suggest the base bandwidth for funding commitments use E-Rate FY 2013/State FY 2014 bandwidth speeds.

**To: Members of the State Board of  
Education & Early Development**

**July 30, 2014**

**From: Michael Hanley, Commissioner**

**Agenda Item: 6**

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**◆ ISSUE**

The University of Alaska Southeast (UAS) has developed a new superintendent endorsement program. The board approves endorsement programs.

**◆ BACKGROUND**

- Responding to the lack of a superintendent program in Alaska, UAS has reopened and redesigned its previously closed superintendent endorsement program.
- The program and the program assessments are aligned to the standards established by the Educational Leadership Constituent Council (ELCC) for District Level Leadership.
- The program supports the standards established by the Alaska Administrator Standards, the Alaska Standards for Culturally-Responsive Educators, and the Alaska Literacy Blueprint.
- All the coursework required to complete the superintendent endorsement program will be made available by eLearning throughout Alaska.
- This program has been reviewed by the UAS Faculty Senate and UAS Graduate Curriculum Committee, and the UAS Chancellor has approved the program.
- Behind this cover memo is the UAS Superintendent Program Proposal, which contains: 1) an overview of the program; 2) the coursework requirements and program assessment descriptions, and 3) the field experience and internship expectations. The proposal appendices contain letters of support, curriculum vitae of faculty, program approval status, and the course and standards matrixes.
- Dr. Susan McCauley, Director of Teaching & Learning Support; Dr. Deb Lo, Dean of the UAS School of Education; and Dr. Marty Laster, Director of the UAS Educational Leadership Program, will be present to brief the board.

**◆ OPTIONS**

Approve the superintendent endorsement program.

Seek more information.

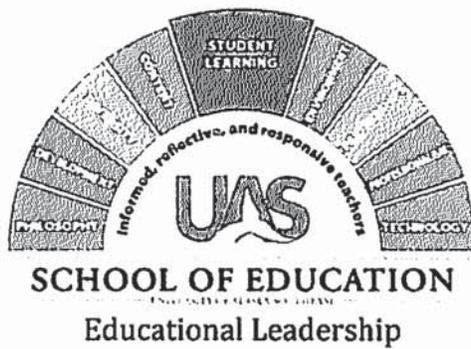
Take no action.

**◆ ADMINISTRATION'S RECOMMENDATION**

Approve the superintendent endorsement program.

**◆ SUGGESTED MOTION**

I move the State Board of Education & Early Development approve the superintendent endorsement program at the University of Alaska Southeast.



## **Educational Leadership: Superintendent Endorsement Proposal**

Submitted By:

Dean Lo

Dr. Marty Laster

## AKDEED Guidelines

Dean Lo & Dr. Laster,

The department is looking forward to receiving additional information from you concerning the proposed addition of a superintendent program to UAS's offerings. For program approval of the superintendent program at UAS, the board will need the following information:

- Overview of program that includes the following:
  - Rationale for program
  - Letters of support
  - Minimum qualification for admission to the program
  - Curricula vitae of faculty members responsible for coursework, clinical supervision, and administration of program
  - Program approval status within the university
- Course description with a matrix showing where the following standards and competencies are addressed:
  - o Alaska's Administrator standard (Attached)
  - o Alaska's Cultural Standards for Educators (Attached)
  - o Alaska's Literacy Blueprint (Attached)
  - o Educational Leadership Constituent Council (ELCC)/NCATE program standards (Attached)
- List of assessments with a brief description that explains how the individual assessment will meet ELCC/NCATE standards
- Description of field experiences and clinical internship requirements including total number of hours per requirement

In order to be considered at the June board meeting, the information outlined above will need to be submitted to the department no later than May 12<sup>th</sup>. If you wish to wait for approval until the September board meeting, the information will need to be received by early August.

Please let me know if I can be of further assistance.

Respectfully,

*Sondra*

Sondra Meredith  
Administrator, Teacher Education & Certification

# **Educational Leadership: Superintendent Endorsement Proposal**

Overview of the program including:

**Rationale for program**

**Letters of support**

**Minimum qualification for admission to the program**

**Curricula vitae of faculty members responsible for coursework, clinical supervision, and administration of program**

**Program approval status within the university**

## **Rationale for program**

The UAS Superintendent Program is intended to fill a current void in Alaska. It is designed to develop aspiring superintendents and other school district leaders. The program is offered by eLearning throughout Alaska. This endorsement is focused on the 2011 District Level ELCC Leadership Standards. The program focuses on the unique needs of Alaska's diverse Native and non-Native communities and Alaska's remote, rural, and urban communities and school districts. The UAS Superintendent Endorsement accommodates working professionals. Courses are offered in the evenings, in the summer and all courses are offered online. This e-learning format allows candidates who live and work in Alaska's remote and rural communities to remain in their home communities while completing their graduate studies.

As noted earlier, Currently, there is no program available for aspiring district leaders in Alaska to pursue their superintendent's endorsement. In Appendix 1 letters of support from key individuals speak to two issues. The first issue is the need for the program and the second issue is the capability of the University of Alaska Southeast to provide this essential program.

## **Letters of support**

Included in Appendix One are letters from Superintendents, former commissioners and other statewide leaders who have unique perspectives on the development needs for Alaskan Superintendents.

- Carol Comeau
- Norm Eck
- Steve Bradshaw
- Kelly Tonsmiere
- Jerry Covey

## **Appendix 1: Letters of support**

### **Minimum qualification for admission to the program**

1. A letter of support from the current superintendent or board president or comparable letter with UAS Ed Director Approval
2. A statement of professional Goals
3. A Type B Administrative Certificate
4. At least three years certificated teaching experience
5. At least one year of administrative experience
6. A Masters Degree
7. Other pathways as approved by the State School Board

### **Superintendent endorsement:**

In addition to the completion of a superintendent state approved program, a superintendent endorsement requires a minimum of five (5) years or five (5) FTE of employment as a certified teacher or school administrator in an elementary or secondary program. Of those five years, at least three years or three (3) FTE of employment must be as a certified teacher and one (1) year or one (1) FTE of employment must be as a certified administrator or other pathway as may be approved by the State Board of Education.

### **Curricula vitae of faculty members responsible for coursework, clinical supervision, and administration of program:**

- Marty Laster
- Mike Byer
- Rich Carlsen
- Steve Atwater
- Mike Johnson
- Dave Herbert
- Betty Walter
- Bob Crumley

### **Appendix 2: Curriculum Vitae of Faculty**

#### **Program approval status within the university:**

Graduate committee and Faculty Senate Letter  
Dean Lo Letter  
Chancellor Pugh Letter

#### **Appendix 3: Program approval status within the university:**

**Course description with a matrix showing where the following standards and competencies are addressed:**

- Alaska’s Administrator standards
- Alaska’s Cultural Standards for Educators
- Alaska’s Literacy Blueprint
- Educational Leadership Constituent Council (ELCC)/NCATE program standards

**Course Descriptions**

Required Courses

Minimum Credit Hours 23

Program Requirements 23 Total Credits\*

ED S606	Educational Finance	3
ED S611	Leading to Learn in a Digital Age of Change	3
ED S645	Governance	2
ED S646	District Operations	3
ED S647	Community Building	2
ED S649	Orientation to the Superintendency**	1
ED S659	Program Planning, Implementation and Evaluation	2
ED S691 I	Educational Leadership Internship	3
ED S691 II	Educational Leadership Internship	3
ED S698	Superintendent Portfolio	1

**\*\* Professional Development Course**

Program Requirements 23

ED S606	Educational Finance	3
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The School Finance course is a study of Alaska school finance issues and challenges associated with the superintendent’s position. Course content includes school district budgeting practices, accountability systems, audit reports and practices, funding formulas, community involvement, ethical standards, and administration of funds.

ED S607	District Operations	3
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The District Operations Course focuses on two primary areas that are essential for effective district administration. The first area studies all components of the Human Resources function. These include hiring, supervision, termination, contract interpretation and negotiation and personnel development. The second area includes all aspects of facilities. These include maintenance, renovation, new construction, transitional strategies and funding sources.





voice in the documents development. There must be entry activities and post activities focused on a summary report and the district's strategic plan. It outlines the key components of the plan. The summary report should have observations, findings and recommendations and demonstrate mastery of Standard One.

2. Personalized Learning Environment

a. District Survey

The District Survey assesses the perceptions regarding the success of every student by sustaining a district culture conducive to collaboration, trust, and a personalized learning environment with high expectations for students. It also evaluates whether stakeholders believe that the district has a comprehensive, rigorous, and coherent curricular and instructional program. Finally, it assesses whether the district is developing and supervising the instructional and leadership capacity within the system and promoting the most effective and appropriate technologies to support teaching and learning within the district. As such, it is a strong, real project that assesses the candidate's competence with Standard Two.

3. Management of the district's organization, operation, and resources

a. Operations Management Plan

This project is designed to assist the candidate in keeping track of district operations. It includes management flow charts, agenda templates, meeting follow up assignment templates and activity calendars all focused on improving student achievement. This project assessment is focused on Standard Three.

4. Internal and External Collaboration

a. Collaboration Plan and Reflection

Based on the information identified in the entry plan, the candidate will put together a collaboration plan that values, celebrates and involves internal and external stakeholders and demonstrates readiness to meet the expectations of Standard Four.

5. Professionalism

a. Student Handbook, Policy Manual, Bargaining Agreements and Law Review and professional reflection

The candidate addresses Standard Five by analyzing the key decision-making documents in the district. These include the Student Handbook, Policy Manual, Bargaining Agreements and Alaska Law as it pertains to all aspects of school district operations. Included with this analysis will be a professionalism reflection that focuses on integrity, fairness and ethics in personal decision-making.

6. Political, social, economic, legal, and cultural context

a. Responses to case studies

In response to Standard Six, the candidate develops an essay that includes case studies from the program that speak to the political, social, economic, legal, and cultural context of education and his or her response to each case study and how it demonstrates mastery of Standard Six.

**Description of field experiences and clinical internship requirements including total number of hours per requirement**

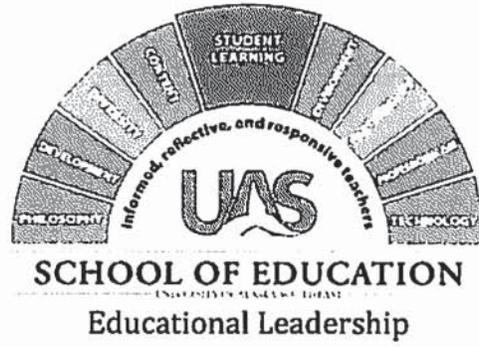
Clinical internship requirements:

The Superintendent Endorsement from the Educational Leadership Program at the University of Alaska Southeast provides opportunities for candidates to integrate knowledge with practice through two semesters of the educational leadership internship.

The internships take place in a district setting under the mentorship of an experienced superintendent and university faculty member in structured field experiences aligned with both the 2011 ELCC Standards and the key responsibilities of a superintendent. Course content and projects are designed to align with the standards and superintendent responsibilities.

The program is designed to serve administrative candidates who live and work throughout the state of Alaska, in both urban areas and in the more than 200 geographically isolated, sparsely populated, and predominately Alaska Native communities that are scattered across Alaska's vast terrain. Candidates will participate in distance-delivered courses, and program faculty will make onsite, face-to-face visits to personally meet with candidates and share observations and resources.

The internships are each a semester long, together covering the full year so the candidate experiences the annual cycle of a school superintendent. The candidate must log one hundred and fifty hours per semester with a total of three hundred hours over the year.



## **Educational Leadership: Superintendent Endorsement Proposal**

### Appendix 1: Letters of Support

712 Highland Drive  
Bellingham, WA 98225

May 14, 2014

Jim Merriner, Chair  
State Board of Education and Early Development  
801 West 10th Street, Suite 200  
PO Box 110500  
Juneau, AK 99811-0500

Dear Chair Merriner and State Board Members:

I am writing this letter to strongly endorse the efforts of the University of Alaska Southeast, and Dr. Martin Laster, to develop a statewide program to prepare future superintendents in the State of Alaska. I have full confidence in their ability to develop the highest quality program so necessary to preparing these important future educational leaders.

I had originally planned to actively participate on the planning team, but my family responsibilities here in Bellingham will preclude me from coming to Alaska for meetings. I do hope to provide feedback and assistance via email and conference calls, etc. as I am very interested in this effort. I am truly encouraged that UAS is taking the lead on this effort, as I had very good relationship with the UAS while I served as the superintendent of the Anchorage School District until I retired in June 2012. I believe that the cohort model of training future principals and central office administrators is far superior to the one used by UAA. I was a guest presenter during summers when the cohort had their intensive sessions, and was impressed with the high quality of the research and the discussions. I hired some of the UAS graduates in Anchorage, and they have done very well as principals and assistant principals. They were well-grounded in educational research and how to assist student learning as well as how to work with diverse parents and the various stakeholders in a community.

I continued to work closely with Dr. Laster during the 2012-13 school year. We co-presented a one day workshop on the new Educator Evaluation Regulations with Commissioner Hanley. It was well-received by the superintendents and university staff present in Juneau. Dr. Laster is a well-respected collaborator with practicing educators, and I would expect this to continue as he develops this new program so that it is current and relevant to the new accountability expectations for superintendents. I would hope that the program uses a cohort model again; having peers to collaborate with during the learning process is a much stronger model. It is far more practical for today's leaders, and I assume that there will be collaboration between the college of education and other appropriate colleges such as business, public policy, and arts and sciences.

This is an exciting, and challenging, time to be in educational leadership in Alaska. For that reason, it is essential to retool the superintendent leadership program, and to ensure that there is an Alaskan context. Dr. Laster has put together a group of well-respected retired, and current, superintendents to formulate the program. I assume he

will continue to use this expertise throughout the development, and also as the program grows and thrives.

Dr Laster has two decades of superintendent experience. He understands both rural and urban education, their similarities, and their differences. When he doesn't have actual personal experience in an area of study, he reaches out to those who do have the experience and expertise. I believe that this is one of his strengths, and what builds his credibility with educators. He has also developed a good collaboration with Commissioner Hanley and DEED.

This program is needed now, and I fully endorse the efforts of Dr. Martin Laster and the University of Alaska Southeast to develop a statewide program that will be accessible to all future superintendent candidates in Alaska.

Thank you for considering my comments. I appreciate your commitment to education in Alaska. Alaska's students and educators are so critical to a strong and vibrant Alaska.

Sincerely yours,

Carol Comeau  
Retired Superintendent  
Anchorage School District

cc Dr. Martin Laster, UAS  
Dr. Lo, Dean, UAS  
Mike Hanley, Commissioner, DEED



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May 13, 2014

Dear Chairman Merriner and Members of the Alaska State Board of Education:

I am writing this letter in support of the UAS Superintendent Endorsement Program.

With the closure of the superintendent endorsement program at UAA, the state education system is completely dependent on out-of-state programs to meet the executive leadership needs of Alaska's school districts. This is an untenable position for our state.

Having previously taught education leadership courses at UAS, including courses leading to an Alaska superintendent endorsement, I am familiar with the need for and requirements of such a program. Additionally, I have worked with Dean Lo and Dr. Laster on several issues and have complete confidence in their ability to work with education and other state leaders to develop and deliver a program that will meet the requirements for a superintendent endorsement.

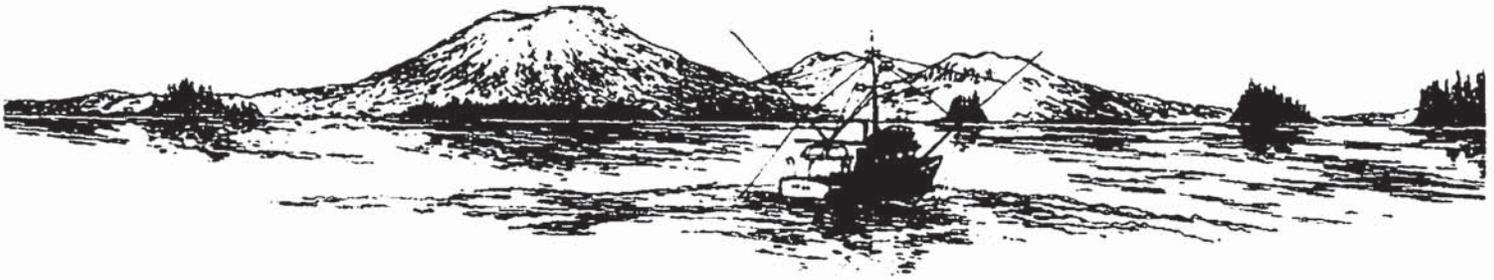
UAS has earned a reputation in Alaska for delivering high-quality education leadership programs. Many of Alaska's practicing superintendents and principals who attended the UAS education leadership program are having great success and have expressed appreciation for the coursework and mentoring provided by UAS.

As a former Alaska Commissioner of Education and long-time education consultant who works directly with superintendents and school boards, I believe strongly in Alaska-based programs to serve Alaska school administrators. Therefore, I recommend that you support and approve the superintendent endorsement program at UAS.

Sincerely,

A handwritten signature in black ink that reads "Jerry Covey".

Jerry Covey



May 7, 2014

Dear Chairman Merriner:  
Members of the Alaska State Board of Education:

My name is Steve Bradshaw and I have been the superintendent of the Sitka School District for thirteen years. It has come to my attention that Alaska no longer has an active superintendent training program. Once again, Dr. Laster and the University of Alaska Southeast have stepped up to meet the training needs of education in Alaska.

Dr. Laster and UAS were the first team to address the needs of superintendents regarding the new Educator Evaluation Regulations. They invited Commissioner Hanley, former superintendent Carol Comeau and Alaska Council of School Administrators Executive Director Bruce Johnson to collaborate and deliver one of the most effective training sessions I have participated in. Superintendents, in general, were extremely grateful.

I currently hear nothing but great things regarding the UAS Principal Training Program. I employ a graduate of the UAS Program and she is doing an outstanding job for Sitka School District. I have no reason to believe that their superintendent program will not also produce outstanding graduates.

I was impressed that Marty interviewed many practicing Alaskan superintendents in an effort to tailor the program to address real needs. Dr. Laster has about two decades of experience as a superintendent. He has been chosen as Superintendent of the Year from Alaska and recently was awarded ACSA's Lifetime Achievement Award: Honorary Membership.

This says a great deal about the leadership he models. He respects the voices of others and knows that candidates benefit from multiple, diverse leadership perspectives. He will couple his own experience in urban and rural settings with the insights of other superintendents from across Alaska.

Like myself, he is a leader that has the courage to speak his mind on behalf of students and staff.

I feel Alaska is lucky to have a campus that is willing to quickly respond to genuine needs. We need trained Alaskan superintendents and UAS rises to that urgency. The number of new superintendents needed is alarming. We need a new group of Alaskan grown superintendents. I am certain UAS will do an exemplary job.

I urge you to vote in support of the University of Alaska Southeast essential superintendent endorsement proposal.

Sincerely,

Steve Bradshaw  
Superintendent



# The Alaska Staff Development Network

Alaska Council of School Administrators

2204 Douglas Highway, Suite 100 • Douglas, Alaska 99824 • USA

Phone: (907) 364-3801 • Fax: (907) 364-3805

J. Kelly Tonsmeire, Director

Internet: [asdn@ptialaska.net](mailto:asdn@ptialaska.net)

Web Site: [www.asdn.org](http://www.asdn.org)

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Dr. Deborah Lo, Dean  
School of Education  
University of Alaska Southeast  
11150 Glacier Ave.  
Juneau, AK 99801

Dear Dean Lo:

I wanted to write a letter of support for the UAS superintendent endorsement proposal. I have been involved in professional development for Alaska's teachers and administrators for over 30 years. I am currently the Director of the Alaska Staff Development Network. ASDN is intimately involved in every aspect of professional development across Alaska. We have worked successfully with UAS faculty and administration for years. From my perspective, it is inconceivable that there is currently no way for an Alaskan to complete an Alaskan endorsement as a superintendent. I am not surprised that UAS is addressing this need. Like ASDN, the UAS School of Education is very responsive to the needs of its clients.

I had the opportunity to participate in the training session that UAS put together on the new Educator Evaluation Regulations. Together with Commissioner Hanley, Carol Comeau and Bruce Johnson, Dr. Laster did a great service for superintendents. ASDN has followed that lead and worked to assist administrators in the state to be ready for the impact of the new regulations.

Dr. Laster is on the ASDN Advisory board and has the respect of his colleagues and knows how to build highly successful programs. I first worked with him in Kotzebue in the mid-eighties when he was the Director of Instruction for the Northwest Arctic School District and in a number of capacities since then. I look forward to working with UAS and Marty on this project in any way my organization can support Alaskan administrators.

The UAS Educational Leadership Department has the reputation of using the wisdom of practicing administrators, as well as being very applied, practical and rigorous regarding bringing participants the latest, best practices and research.

Alaska cannot be without a superintendent preparation program. Given the success of the UAS principal's program, especially for Alaska Natives, I absolutely support this proposal.

It is my hope that the UAS superintendent endorsement program will be approved immediately.

Sincerely,

J. Kelly Tonsmeire, Director

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*"WORKING TOGETHER TO MAKE SCHOOLS BETTER"*



*Leading the Way*

# Northwest Arctic Borough School District

“Educating Our Children to Lead Successful Lives”

P.O. Box 51 • Kotzebue, Alaska, 99752 • Phone (907) 442-1802 • Fax (907) 442-2264

Dr. Lo  
Dean, College of Education  
University of Alaska, Southeast  
11120 Glacier Highway  
Juneau, AK 99801

May 13, 2014

Dear Dean Lo:

I am writing this letter to express my support for the UAS superintendent endorsement proposal. My name is Dr. Norman Eck and I am the superintendent of the Northwest Arctic Borough School District. I am one of several superintendents that originally worked on the design of the UAS Principal's Program. I have successfully partnered with UAS to develop a number of very capable principals.

Hearing that UAA was no longer admitting candidates to their superintendent's program, I was extremely concerned about filling future vacancies. It is a hard enough occupation without also having to adjust to climatic, geographic, cultural and other unique Alaskan demands. I was very pleased to see that UAS was stepping forward to meet this critical need. I have no doubt that Dr. Laster, a former practicing superintendent with twenty years' experience, will develop a highly effective program. He brings rural and urban experience, a culturally responsive approach and the necessary balance between leadership and management to this urgent professional endorsement. The program is also project-based.

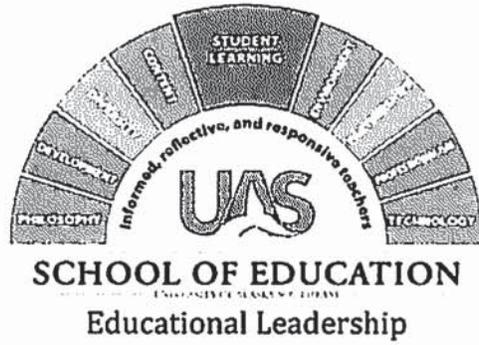
As an example of the quality and vision of UAS programs I cite the training session that UAS put together on the new Educator Evaluation Regulations. Dr. Laster and Dean Lo had the vision of piggybacking on the Superintendents Fly-in last year. Together with Commissioner Hanley, Carol Comeau and Bruce Johnson, Dr. Laster delivered a wonderful program that started us thinking about the implications of the new regulations.

I have heard great things from graduates and other superintendents about the principal's program. We need a superintendent endorsement program in Alaska.

You have my complete support for the UAS superintendent endorsement.

Respectfully,

Norman Eck, Ph.D.  
Superintendent



## **Educational Leadership: Superintendent Endorsement Proposal**

### Appendix 2: University Approval Status

# Memo

To: Commissioner Hanley, Alaska Department of Education & Early Development

From: Dr. Virgil Fredenberg, Faculty Senate President, UAS  
Dr. Kathy DiLorenzo, Graduate Curriculum Committee Chair 

Date: 5/21/2014

Re: Approval of Graduate Endorsement for the Superintendency

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The University of Alaska currently has no policy requiring that endorsement programs be approved by the Board of Regents. Once a proposal is approved by the academic unit, in this case the School of Education at UAS, it then goes to the Graduate Curriculum Committee. The final approval for endorsement programs are handled at the campus level with the Chancellor considered to be the final approver for the University system.

Thank you in advance for your consideration of the UAS proposal for an Endorsement in School Leadership at the Superintendent level.

Commissioner Michael Hanley  
Alaska Department of Education and Early Development  
801 West 10th Street, Suite 200  
P.O. Box 110500  
Juneau, AK 99811-0500

May 21, 2014

Dear Commissioner Hanley:

Attached please find a proposal for a Department of Education and Early Development (DEED) endorsement for Superintendent. This is an advanced option, meaning candidates must possess both a Type A and Type B Certificate prior to applying to DEED for the endorsement.

The proposal specifically addresses the ELCC (2011) District level standards, the Alaska Teacher Standards, the Guidelines for Preparing Culturally Responsive Teachers for Alaska's Schools and the Alaska Literacy Blueprint. The proposal was approved by the UAS School of Education in April of 2014 and by the Graduate Curriculum Committee on April 9, 2014. Given that there is no current policy or procedure for the approval of an option that does not lead to either a degree or certificate, I met with the current faculty senate president, the president elect and the graduate curriculum committee chair, they agreed that this is an information item only. I have attached their signatures via a brief memo. By Board of Regent Policy approvals for endorsement areas are handled at the MAU level with the Chancellor considered to be the final approval. We have included a letter from Chancellor Pugh in the proposal package.

The proposal includes suggested courses that are offered at UAS as well as professional development for 1 approved credit, *Orientation to the Superintendency*. Educators seeking the Endorsement may take the course work and professional development as outlined and demonstrate with appropriate documentation from their practicum experience that they have met the standards.

We are requesting that the Alaska State Board of Education and Early Development approve the attached concept and standards for a Superintendent endorsement. Thank you in advance for your consideration

Sincerely,



Deborah E. Lo, Ph.D.  
Dean, School of Education and Graduate Studies  
University of Alaska Southeast



May 16, 2014

Chairman Merriner and  
Members of the State School Board  
State of Alaska DEED  
801 West 10th Street, Suite 200  
Juneau, AK 99811-0500

Dear Chairman Merriner and Members of the AK State School Board:

As Chancellor of the University of Alaska Southeast, I am very proud of our School of Education and the efforts of Dean Deborah Lo and the faculty to meet the needs of educators and their students across the State of Alaska. This strong sense of purpose has enabled the School of Education to attract a highly qualified faculty that is committed to making a difference in Alaska's K-12 system. Dr. Martin Laster has certainly demonstrated that with the Educational Leadership Program. I have approved the development of the new Superintendent Endorsement program. Our state needs this program and I am pleased to support a program with a visionary approach to emerging trends in K-12 education.

UAS has a solid history with the superintendent endorsement program. Many of the current district and system leaders graduated from our program in the late 90s. I have complete confidence about our present ability to respond to the existing gap in our state's leadership needs. It is not that a non-Alaskan could not be successful but rather that the job is so complex that being from in state allows the individual to focus on the responsibilities of the superintendent from the start. The challenges of acclimating to our unique cultural, political and financial environments have already been met and our graduates are firmly in place and ready to assume their leadership role.

UAS has the respect of superintendents and will work in partnership with them. I have been informed that Dr. Laster is planning to work with practicing superintendents as adjunct professors. This will provide an additional degree of quality and depth for students in the program.

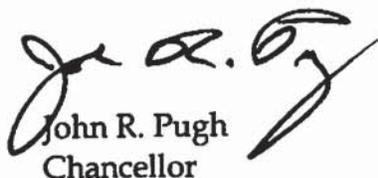
Letter to Chairman Merriner & Members of the State School Board  
May 16, 2014  
Page 2

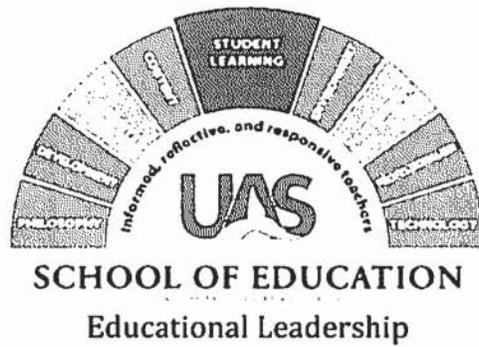
UAS has built a reputation for working effectively in both rural and urban settings. This is certainly true of the Principal's Program and I would expect no less from the Superintendent Endorsement Program. I am particularly proud of our hundred percent Alaska Native graduation rate.

In closing, I have approved the Superintendent Endorsement Program and will continue to work with the University statewide office of Academic Affairs toward its implementation.

Thank you for considering our request.

Sincerely,

  
John R. Pugh  
Chancellor



## **Educational Leadership: Superintendent Endorsement Proposal**

### Appendix 3: Curricula Vitae of Faculty Members Responsible for Coursework, Clinical Supervision, and Administration of Program

## CURRICULUM VITAE

**Martin Laster, Ph.D.**

8133 Pinewood Drive, Juneau, AK 99801

907-789-7893 (Home) 907-796-6087 (Office) 907-209-7992 (Cell)

[mlaster@uas.alaska.edu](mailto:mlaster@uas.alaska.edu)

### EDUCATION

Ph.D. Educational Leadership and Public Policy  
University of Denver, Denver, Colorado, 1984

**Dissertation:** "An Analysis of the Impact of Differing District Types on Gifted Education in Colorado." The dissertation looks at six district types from rural to urban and their impact on planning, identification, organizational strategies and curricular provisions for gifted students. The study, commissioned by the Colorado State Board of Education through the Colorado Department of Education found significant differences between urban and rural agricultural districts in their ability to provide programming for gifted students.

M.P.A. Business and Public Management

University of Denver, Denver, Colorado, 1983

M.A. Special Education in Gifted Education  
University of Denver, Denver, Colorado, 1982

Specialist Certificate, Reading (K-12)  
Ohio University, Athens, Ohio, 1977

B.A. Honors English and Secondary Education  
Ohio University, Athens, Ohio, 1976  
Summa Cum Laude

### HIGHLIGHTS/AWARDS Alaska Superintendent of the Year, 1996

Superintendent in one of fifteen school systems recognized as exemplary in the Pacific Northwest , 1996

Superintendent in one of five districts, each in a NWREL state, in a study of standards-based reform in rural districts, 1999

President of WA Region 109 Superintendent's Association 2002

Recipient of WASA Leadership Award 2003

Witness for Plaintiffs in Moore v Alaska  
Anchorage, AK 2006

**HIGHLIGHTS Cont.**

American Association of School Administrators Governing Board  
2007-2012

AASA Leadership for Learning National Committee 2008 2013

Recognition for Outstanding Leadership: 100 District Leaders  
National Center for Learning and Civic Engagement 2006 - 2008

Academic Leadership Seminar Member, UAS 2010-2011

Principal Investigator for \$250,000 LEAD Grant 2010-2011

Principal Investigator for \$10,000  
Center for Academic Excellence and Policy Research  
UAA ISER Anchorage, AK 2011-12

UAS Educational Leadership Program Receives National  
Recognition 2012

AASA Honorary Member Award for Lifetime Achievement  
From Alaska Superintendents for Exemplary Performance  
Juneau AK 2014

**CERTIFICATIONS/LICENSES**

Type A Alaska Teaching Certificate  
Secondary Language Arts  
Reading Specialist Endorsement  
Gifted and Talented Endorsement

Type B Alaska Administration Certificate  
Pre-K – 12 Principal Endorsement  
Special Education Director Endorsement  
Superintendent’s Endorsement

**COURSES TAUGHT**

**University of Alaska Southeast**

Educational Leadership	Education 637
Curriculum and Instruction Leadership	Education 638
Leadership Internship	Education 691
Curriculum and Instruction Leadership	Education 639
Leadership Internship II	Education 691
Educational Leadership II	Education 690
Leadership Portfolio	Education 698
Tools of the Trade	Education 593
Instructional Icebergs	Education 593

UAF Education for the Gifted Education 593

University of Denver Identification of the Gifted Education 4400

**SELECTED PAPERS, GRANTS, PRESENTATIONS, PUBLICATIONS**

Alaska Native Claims Settlement Act: Teacher's Guide  
Alaska Department of Education Juneau, Alaska 1986

"Multiple Views of Mentoring"  
Leadership Information, Winter 2003

Voices of Hope, A Literacy and Service Learning Secondary  
Reader, Collaboration with the Giraffe Heroes Project, 2005

"Rural AYP Strategies" NCLB Conference,  
Anchorage, AK, January 2007

"Budgeting/Planning for Student Achievement," AASB,  
Anchorage, AK Fall 2007

Project LEAD Interdisciplinary Curriculum Teacher's Guide  
For AKDEED, Juneau AK December, 2010

Alaska Winter Principal's Conference  
"Leading Through Excellence in Academic Design" Juneau, AK  
\$250,000 Federal Grant, January 20

CAEPR: Institute of Social and Economic Research  
\$10,000 Grant for Policy Research,  
Status of Teacher Evaluation: A Superintendent's View 2012-2013

UAS/AASA Educator Evaluation Professional Learning Community  
Anchorage, AK March 2013

UAS/AASSP Educator Evaluation PLC  
Fall Principal's Conference Pre-Institute Anchorage, AK Fall 2013

"Quality Teacher Evaluation in Alaska: Voices From The Field"  
Center for Academic Excellence Policy Research, ISER  
Anchorage AK 2013

"Quality Teacher Evaluation in Alaska: Voices From The Field"  
Hawaii Conference on Education Honolulu Hawaii January 2014

**SELECTED ADVISORY GROUPS, COMMITTEES, COUNCILS**

Steering Committee, Alaska Standards and Assessments,  
Co-Chair, AKDOE, State Assessment Committee, 1992-95

Advisory Board Member, University of Washington  
K-12 Partnership, Seattle WA 1998-2001

Director, School Information Research Service, Olympia WA  
Washington Association of School Administrators 1999-2004

**SELECTED ADVISORY GROUPS, COMMITTEES, COUNCILS Cont.**

Network Member, Education Commission of the States, Network on Civic Engagement and Service Learning, Denver, CO 2006-2008

Board Member Alaska Council of School Administrators  
Juneau, AK 2007

Board Member, Giraffe Project  
Seattle Washington. 2000 to 2004

Advisory Board Member, Alaska Comprehensive Center,  
Juneau, AK 2007-2013

Alaska Milken Educator Award Committee  
Juneau, AK 2007 - 2013

Governing Board, AASA,  
Alexandria, VA 2007-2013

Member, Cultural Infusion Action Group  
UAS, Juneau AK 2008-2011

National Advisory Board Member, AASA  
Leadership for Learning, Alexandria, VA 2008 – 2013

UAS Chancellor's Student Success Task Force Member  
Juneau, AK 2009-to the Present

Chair, Student Success Subcommittee  
To Create A Student Radio Station  
UAS, Juneau AK 2010 to 2011

Member, Two Doctoral Dissertation Committees  
UAF, Interdisciplinary Ph.D. Program  
Fairbanks, AK 2010-2013

UAS Honors College Committee  
Juneau, AK 2010 to Present

UA Statewide Search Committee: K-12 Outreach Director  
Fairbanks, AK Spring, 2012

UAS Search Committee Chair: Educational Leadership Faculty  
Juneau, AK Fall 2012

Higher Education Representative Commissioner  
Professional Teaching Practices Commission  
2013 to the Present

**EMPLOYMENT SUMMARY**

**Associate Professor, University of Alaska Southeast**  
Director of Educational Leadership Program  
Juneau, Alaska  
2008- Present

**Superintendent, Kuspuk School District**  
Aniak, Alaska  
2005-2008

**Assistant/Interim Superintendent, North Slope School District**  
Barrow, Alaska  
2004-2005

**Superintendent, South Whidbey School District**  
Langley, Washington  
2000 to 2004

**Superintendent, Darrington School District**  
Darrington, Washington  
1996 to 2000

**Superintendent, Craig City School District**  
Craig, Alaska  
July 1993 to 1996

**Assistant Superintendent/Principal, Mat-Su School District**  
Palmer, Alaska  
1987 to 1993

**Principal**  
Northwest Arctic Borough School District  
Ambler, Alaska  
1986 to 1987

**Director of Instruction/State and Federal Programs**  
Northwest Arctic Borough School District  
Kotzebue, Alaska  
1984 to 1986

**Adjunct Professor: Gifted Education**  
University of Alaska  
Palmer, Alaska  
Spring 1984

**EMPLOYMENT SUMMARY Cont.**

**Graduate Research/Teaching Assistant**

University of Denver  
Denver, Colorado  
September 1981 to 1984

**Gifted/Talented Specialist,**

Matanuska Susitna School District  
Palmer, Alaska  
1979 to 1981

**Reading Specialist**

Anchorage School District  
Anchorage, Alaska  
1978 to 1979

**English Teacher**

Federal Hocking School District  
Stewart, Ohio  
1976 to 1978

**Percussionist**

Anywhere I Can  
1966 to Present

**Robert Crumley, Ph.D.**  
9312 Vanguard Drive, Suite 100  
Anchorage, Alaska 99507  
(907) 522-7400  
[bcrumley@chugachschoools.com](mailto:bcrumley@chugachschoools.com)



**Career Objective:**

*Key leadership position in an educational organization committed to systematic continuous improvement in meeting the needs of every child.*

**Experience:**

- 2005 – Present     Superintendent: Chugach School District
- 1999 - 2005       Executive Director of Instruction and Assessment: Chugach School District
- 1997 - 1999       District-Wide Principal: Chugach School District
- 1995 – 1997       Principal/Teacher: Whittier Community School, Chugach School District
- 1994 - 1995       Secondary Math Teacher Annette Island School, Metlakatla AK.
- 1992 - 1994       Secondary Math Teacher Marjory Stoneman Douglas High, Parkland FL.
- 1992 - 1994       Assistant Athletic Director Marjory Stoneman Douglas High, Parkland FL.
- 1986 - 1992       Secondary Math Teacher Hollywood Hills High School, Ft. Lauderdale FL.

**Educational Preparation:**

- 2008                **Interdisciplinary PhD.** Philosophy/Ed. Leadership: University of Alaska Fairbanks
- 2001                **Superintendent Credentialing Program:** University of Alaska Anchorage
- 1992                **Master of Educational Leadership:** Nova University, Ft. Lauderdale FL
- 1986                **Bachelor Degree in Education:** Western Montana College,  
Dillon, MT. Major: Secondary Math, Social Studies

**Adjunct Professor Courses - University of Alaska, Anchorage**

- EDL 638            Instructional And Curricular Leadership
- EDL 637            Educational Leadership and Organizational Behavior
- EDL 672            Student Performance

## Special Recognition/Awards:

- 2009 *Alaska Performance Excellence Award (APEX)*  
State Award
- 2001 *Malcolm Baldrige National Quality Award for Excellence in Education*  
National Award
- 2000 *New American High School Award* National Award

## Key Presentations and Consulting:

Spring 2010 & 2011 **Baldrige Performance Excellence Program** Quest For Excellence Speaker

- Spring 2009 **Keynote Speaker for the Exemplary Institutue**, Albuquerque, New Mexico
- Spring 2006 **Performance pay consultant** for the North Slope Borough School District during negotiations
- July 2005 **National Forum on Educational Policy** hosted by the **Education Commission of the States**, **Panalist:** Denver, CO.
- August 2004 **Alaska Quality Schools Institute Facilitator:** 22 schools districts representing 80,000 students throughout Alaska as well as 10 other states that designs better educational systems that assist all students in attaining high standards. Anchorage, AK
- July 2004 **National Acadamy Foundation.** Keynote Presenter: "Partnerships for America's Youth", New York, NY.
- January 2004 **CPEX Achievements In Excellence 2004** Keynote Presenter: "Colorado Performance Excellence, Achievements in Excellence". Colorado Springs, CO.
- October 2003 **Alaska Association of School Boards.** "Reinventing Schools Coalition", Anchorage, AK.
- January 2003 **Principles for Principals**, Keynote Presenter: "Using Data-Driven Decision Making to Improve Studetn Learning", Online forum hosted by North Carolina Department of Public Instruction.
- October 2002 **5<sup>th</sup> Annual Leadership Institute** University of Alaska, Anchorage Keynote Presenter: "Igniting the Power to Lead", Anchorage AK.
- February 2002 **The Quest for Excellence XIV featuring the 2001 Award Recipients of the Malcolm Baldrige National Quality Award**, Keynote and Plenary Presenter: "Washington DC.

## Publications:

- Fall 2002 Crumley, R. co-author: **Guide for ReInventing Schools**
- Summer 2008 Crumley, R. author: **A Description of Baldrige In Education Leadership Concepts Within The Alaska Quality Schools Model Of Education**

## References:

**Roger Sampson** President, Education Commission of the States  
[rsampson@ecs.org](mailto:rsampson@ecs.org)  
Cell 907-240-4473

**Dr. John Monahan** Assistant Professor, Educational Leadership Program  
[drjohn@pobox.com](mailto:drjohn@pobox.com) University of Alaska Statewide  
Work: (907) 590-0376

**Jerry Covey** Former Commissioner of Education for Alaska  
[jssc@gei.net](mailto:jssc@gei.net)  
Home: (907) 522-4525

Betty Walters  
P.O. Box 3336  
Kodiak, AK 99615  
(907) 486-6485

## **Educational Background**

1994 University of Alaska, Anchorage, AK  
Superintendent Endorsement -- Educational Administration

1985 University of Alaska, Juneau, AK  
Principal Endorsement -- Educational Administration

1979-84 New York University, New York, NY  
Post Graduate Studies -- English Education

1973 University of West Florida, Pensacola, FL  
M.A. -- Reading Education

1964 Marywood University, Scranton, PA  
B.A. -- Elementary Education

## **Professional Experience**

August, 2007 - Present Teacher Mentor  
Alaska Statewide Mentor Project  
University of Alaska, AK Dept of Ed and Ear Dev  
Fairbanks,

September 1996 - June 2007 Superintendent of Schools  
Kodiak Island Borough School District  
Kodiak, AK

July 1991 - September 1996 Assistant Superintendent  
Kodiak Island Borough School District  
Kodiak, AK

September 1991 - May 2007 Adjunct + Instructor/Instructor of Record, School of Education  
University of Alaska, Anchorage  
Anchorage, AK

August 1987 - July 1991 Principal, Kodiak Middle School/Junior High  
Kodiak Island Borough School District  
Kodiak, AK

August 1984 - July 1987 Assistant Principal, Kodiak Middle School/Junior High  
Kodiak Island Borough School District  
Kodiak, AK

January 1978 - May 1987 Adjunct Instructor  
Kodiak College  
Kodiak, AK

September 1977 - June 1984	Teacher, Kodiak High School Kodiak Island Borough School District Kodiak, AK
August 1974 - May 1977	Instructor, Modern Languages Department Elizabeth City State University Elizabeth City, NC
August 1973 - June 1974	Instructor, School of Career Development Pensacola Junior College Pensacola, FL
September 1966 - June 1971	Substitute Teacher Florida, Pennsylvania, New York, and Naples, Italy
June 1966 - August 1966	Teacher Head Start Summer Program Olive School Pensacola, FL
August 1965 - April 1966	Teacher Mayport Elementary School Mayport, FL
September 1964 - June 1965	Teacher Sacred Hearts School New York, NY

### **Professional Organizations**

American Association of School Administrators  
Alaska Association of School Administrators  
Alaska Council of School Administrators  
Association of Supervision and Curriculum Development

### **Educational Opportunities**

Alaska Dept of Ed and Early Development (EED) Effective Evaluator Working Group  
Recruitment, Retention, and Training Committee (EED)  
Alaska Teacher Placement, University of Alaska Advisory Council  
Future Educators of Alaska Advisory Committee  
Alaska State Standards Steering Committee (EED)  
Alaska Assessment Committee (EED)  
Kodiak College, University of Alaska Anchorage Advisory Council  
2001 Special Olympics World Winter Games Alaska Education Advisory Board  
Special Olympics Alaska Education Advisory Board

### **Community Organizations**

Rotary International, Kodiak Noon Club  
Crime Stoppers of America, Kodiak Chapter  
Special Olympics Alaska  
Providence Kodiak Island Medical Center, Family Support Council  
Kodiak Arts Council  
St. Mary's Church

# **Stephen G. Atwater**

**P.O. Box 3322  
Soldotna, AK 99669  
(907) 240-7213**

## **Professional Experience**

July 2009- Present. Kenai Peninsula Borough School District Soldotna, AK

### **Superintendent**

Responsible for all functions of the school district

July 2008- June 2009. Kenai Peninsula Borough School District Soldotna, AK

### **Assistant Superintendent for Instruction**

Responsible for instruction, discipline, professional development and pupil services

February 2001-June 2008. Lake & Peninsula School District King Salmon, AK

### **Superintendent**

Responsible for all functions of the school district.

July 1997- February 2001. Lake & Peninsula School District King Salmon, AK

### **Curriculum Coordinator**

Responsible for curriculum, assessments, staff development

August 1992-June 1997 Lake & Peninsula School District King Salmon, AK

### **Teacher**

Sole secondary teacher and Head Teacher- responsible for school's immediate administrative duties at Pedro Bay and Pilot Point.

August 1990-June 1992 Lower Yukon School District Emmonak, AK

### **Teacher**

Secondary Generalist

## **Education**

2005-2008 University of Alaska Fairbanks

Ph.D. Educational Leadership

2002-2003 University of Alaska Anchorage

Superintendent's Certificate.

1998-2000 University of Alaska Anchorage

Administrator Certificate (Alaska Type B Certificate)

1988-94 University of Alaska Fairbanks

M.Ed. Curriculum & Instruction

Teachers for Alaska Program to earn teaching certificate

1981-83 University of Pennsylvania Philadelphia, PA

BA Geology, Minor English

## **Stephen G. Atwater**

**P.O. Box 3322  
Soldotna, AK 99669  
(907) 240-7213**

1978-80 University of Washington Seattle, WA

### **Other**

**Awards-** 2013 Alaska Superintendent of the Year  
2013 Person of the Year City of Soldotna

**Commissioner** Alaska Professional Teaching Practices Commission (4/2010-9/13)

### **Publications**

Atwater, S. (2010). Can We Live Without Federal Involvement? *The School Administrator*, 67, 37.

### **Courses Taught**

- Politics of Education, 2011 (University of Alaska Anchorage, MEd Program in Ed Leadership)
- Superintendent Stewardship and Systemic Change, 2012 (University of Alaska Anchorage, Superintendent Program in Ed Leadership)

### **Professional Organizations**

- Alaska Association of School Administrators
  - Past President (2008-09)
  - Chair: Superintendent of the Year Committee
- American Association of School Administrators (2001-present)
- Alaska Statewide Policy Research Alliance (2011-present)
- Education Northwest (Board Member-Alaska Superintendent Representative 2013-present)
- Alaska SeaLife Center (Board Member 2011-present)
- Alaska Endowment for Youth Activities (Trustee 2014-present)
- University of Alaska Anchorage School of Education (Advisory Board Member 2013-present)

# Michael L. Byer

Superintendent, Haines Borough  
School District  
Haines, Alaska 99827  
Phone: 907-314-0530  
Email: mbyer@pobox.com



**OBJECTIVE:** TO WORK WITH ALASKA EDUCATION ADMINISTRATORS TO DEVELOP THEIR EFFECTIVENESS TO IMPROVE LEARNING SUCCESS FOR OUR STATE'S STUDENTS.

## PROFESSIONAL EXPERIENCES

- SUPERINTENDENT,  
HAINES BOROUGH  
SCHOOL DISTRICT** (7/07—PRESENT) In charge of a school district of 300 + students and about 50 staff. Work with a 7-member board of education and the administration of the local Borough. The Haines Elementary School received a *Title 1 Distinguished School* award in 2013 for closing the achievement gap by dramatically improving the academic performance of low achieving students. Both Haines High School (2013) and Haines Elementary School (2014) received *Blue Ribbon Schools* nominations for academic excellence.
- PRINCIPAL,  
KIANA SCHOOL** (8/06—5/07) Supervised and evaluated staff K-12. Experience with cultural diversity. Northwest Arctic Borough School Dist. was instituting new programs, curriculum and progress monitoring.
- PRINCIPAL,  
HOONAH CITY  
SCHOOLS** (8/01—6/06) Supervised and evaluated staff K-12. Experience with cultural diversity. Instituted significant professional development in the areas of Understanding By Design, Differentiated Instruction, Critical Thinking and Cooperative Discipline. Served as athletic director, testing coordinator, grants coordinator, etc. Facilitated the renewal of the school's accreditation. Work closely with the superintendent and act for him during his absences.
- ASSISTANT  
PROFESSOR,  
UNIVERSITY OF  
ALASKA SOUTHEAST** (10/98—8/01) The Professional Education Center (PEC) of The University of Alaska Southeast Education Dept. Developed and taught on site and distance Educational Technology Endorsement and Masters program as well as other related programs. Assistant Director.
- DIRECTOR,  
EDUCATION  
PARTNERSHIPS** (6/97—6/99) Representing the Lightspan Partnership Inc. in Alaska. Lightspan is an interactive multimedia K-6 curriculum in Language Arts and Mathematics. The position included both sales and training support statewide.
- DIRECTOR,  
PROFESSIONAL  
EDUCATION CENTER** (6/96—6/97) The Professional Education Center (PEC) of The University of Alaska Southeast formed June 15, 1996 to develop and deliver university credit courses to teachers and other professionals via distance learning, in-services and workshops. Supervised office and adjunct staff. Led a team developing a series of distance delivered courses around teaching to State Standards.
- EDUCATIONAL  
TECHNOLOGY  
COORDINATOR** (94—96) Alaska Staff Development Network, University of Alaska Southeast. Supported a variety of projects including: coordinating with public television to produce several live, interactive broadcasts on "Inclusion" and state "standards," coordinating activities for the Alaska Technology Academies held in Healy and Juneau, establishing a digital video editing station to create video for a variety of education purposes, creating a World Wide Web site and designing and teaching classes in computer multimedia.

**Co-NECT PROJECT LIASON** Juneau School District (94) Co-NECT is a school restructuring project created by Bolt Beranek and Newman Inc.'s Educational Technologies Dept. of Boston Mass. It is funded by the New American Schools Development Corp. and involves multi-graded cooperative learning supported by computer technology and featuring direct Internet access. I coordinated the different logistical and technical activities within two local schools involved in this project, Dzantik'i Heeni Middle School and the Phoenix program of Juneau Douglas High School.

**MIDDLE SCHOOL TEACHER** North Pole Middle School, Fairbanks North Star Borough School District (90-93) Teaching 8th grade Gen, Math, Pre-Algebra and English. As yearbook advisor, published an all-color edition under a pilot project with Jostens. Managed an Apple Macintosh computer lab and upgraded the capability of that lab within a tight budget. Acted as advisor on computer hardware, software and network planning. Formulated, an educational trip for students to the Virgin Islands focusing on experiencing the contrasts in environment and culture.

**HIGH SCHOOL TEACHER** Innoko River School, Iditarod Area School District (87-90) Responsible for instruction of grades 7 through 12. Taught General Math, Basic Algebra, Physical Science, Biology, American History, Alaska Studies, Photography, and Apple IIE and Macintosh Computer Applications (Microsoft Word, Superpaint, and PageMaker). Worked in producing student newspaper on the computer. Taught science and social studies to the 3rd through 6th graders. Ordered all supplies and set up the science lab and photography darkroom in new school building. Acted as cross-country running and skiing coach. Organized the cross-country ski program locating and cutting trails, ordering equipment and structuring training. Helped in facilitating numerous meets including the Western Alaska Cross-country Ski Meet April 89 which brought ski teams from all over Western Alaska to our school for three days of ski racing and biathlon.

**STUDENT TEACHER** Takotna Community School, Iditarod Area School District (87). Developed and taught courses in Alternative Energy and Photography. Responsible for all Math instruction.

**TEACHER ASSISTANT, SPECIAL EDUCATION** Anchorage School District (84/85). Worked with a program designed to alter disruptive classroom behavior in certain teenage children. This was a special classroom, self-contained and highly structured. I tutored, helped instruct, and supervised the students we were trying to help return to regular schools and classes.

**ADJUNCT LECTURER** Anchorage Community College (84/85). Taught Introduction to Photography four nights a week. This course covered aspects of composition, film exposure, development and enlarging, utilizing black and white materials and processes.

## EDUCATION

**EDUCATIONAL LEADERSHIP** (2005) Superintendent's Program, University of Alaska Anchorage  
(2001) Principal's Program, University of Alaska Anchorage

**MASTERS OF EDUCATION** (2006) Educational Leadership, University of Alaska Anchorage  
(1994) Educational Technology, University of Alaska Southeast

**TEACHER CERT.** (1987) Teachers for Rural Alaska Program, University of Alaska Fairbanks

**BACHELOR OF SCIENCE** (1978) Environmental Studies • Minor, Biology • Concentration, Chemistry, Bemidji State University, Bemidji, Minnesota

**ENDORSEMENTS** Alaska Superintendent (type B) ..... expires 10/08/2011  
Alaska Principal (type B) ..... expires 10/08/2011  
Alaska Teacher, Gen. Science SEC (type A) .... expires 07/18/2011

## OTHER WORKSHOPS AND TRAINING

**MICHAEL FULLEN LEADERSHIP SEMINARS** (6/05 & 6/06) Leadership training with Dr. Michael Fullen for Principals and Superintendents.

**SCHOOLS THAT LEARN CONFERENCE** (6/30-7/2, 03) New York City, with Peter Senge, Phillip Schlechty, Doug Reeves, Rick & Becky DuFour, Mike Schmoker, Tim Lucas, Art Kleiner, and George White

**ASCD CONFERENCE ON TEACHING & LEARNING** October 10-13, 2002, New Orleans, LA.

**CASA LEADERSHIP INSTITUTE** (8/3-8/6, 02) Whistler B.C., with Roland Barth, Linda Lambert. This institute was based on the based on the Harvard Principals Institute.

**DINOSAURS AND TEACHERS PROGRAM** (1992-93) University of Alaska Fairbanks Museum. A hands-on program introducing teachers to historical geology and paleontology and supporting integration in the classroom. A mixture of museum and field work on the North Slope of Alaska and within dinosaur beds on the Colville River.

**ALASKA WRITING CONSORTIUM** (1987) University of Alaska Fairbanks

- AND:**
- Understanding by Design
  - Aggressors, Victims, and Bystanders
  - Culture of Poverty
  - Evaluation
  - Accreditation
  - Curriculum Mapping
  - Fetal Alcohol Syndrome
  - Strategic Planning

## MILITARY

**U.S. COAST GUARD** (71-75). Stationed two years on a 180' buoy tender. Attended Aids to Navigation School. Responsible for maintenance of electronics in buoys and shore aids. As a boat pilot at a Search and Rescue station, captained a twin diesel 44' lifeboat with a three-man crew. Performed duty as Officer of the Deck in command of station activities. Honorable Discharge (E5) Boatswainmate 2nd class.

## OTHER INTERESTS

- Running, Swimming, Skiing
- Kayaking, Canoeing
- Backcountry camping
- Natural History, Geology
- Photography
- Fishing, Ocean cruising
- Reading great writing
- Spending time with my wife and family

## REFERENCES

- Mrs. Carol Kelly** Past School Board President  
Haines Borough School District, AK  
775-246-0734  
[carol@hainesmail.net](mailto:carol@hainesmail.net)
- Cheryl Stickler** Principal, Haines Borough School  
2013 National Distinguished Principal  
Haines, AK 99807  
(907) 766-6701  
[cstickler@hbsd.net](mailto:cstickler@hbsd.net)
- Dr. Norm Eck** Supt., Northwest Arctic Borough Superintendent  
Kotzebue AK 99752  
(907) 442-1802  
[neck@nwarctic.org](mailto:neck@nwarctic.org)
- Ms. Annemarie O'Brien** Asst. Supt., Northwest Arctic Borough Superintendent  
(907) 442.3472  
[aobrien@nwarctic.org](mailto:aobrien@nwarctic.org)
- Mr. Stewart McDonald** Supt., Kodiak Borough School District  
(907) 481.6200  
[smcdonald01@kibsd.org](mailto:smcdonald01@kibsd.org)
- Mr. Howard Diamond** Past Superintendent, Hoonah, Yakutat, and Yupit School District  
4331 Vance Dr.  
Anchorage, AK 99508  
(907) 538-9648  
[howarddiamond@yahoo.com](mailto:howarddiamond@yahoo.com)
- Dr. Jason Ohler** Professor Emeritus, Educational Technology  
University of Alaska  
Juneau, AK 99801  
(928) 710-4727  
[jasonohler@gmail.com](mailto:jasonohler@gmail.com)
- Mr. Kelly Tonsemeire** Director, Alaska Staff Development Network  
Douglas Highway  
Douglas, AK  
907-364-3809
- Ms. Mo Sanders** Principal, Soldotna Montessori Charter School  
162 Park Avenue  
Soldotna, AK 99669  
(907) 260-9221
- Mr. Mark Standley** Director, Professional Education Center  
University of Alaska Southeast  
Juneau, AK 99801  
Tel: (907) 230-8528  
[mstandley@uas.alaska.edu](mailto:mstandley@uas.alaska.edu)
- Ms. Lois Stiegemeier** Educational Technology Consulting  
9306 Milburn Loop SE  
Lacey, WA 98513  
360-923-5820  
[lstieg@comcast.net](mailto:lstieg@comcast.net)
- Rich DeLorenzo** 80 N. Gold Creek Rd.  
Carlton, WA 98814  
509-923-2484

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**RICHARD E. CARLSON**

**EDUCATION**

Ongoing University of Alaska Juneau / Anchorage / Fairbanks  
▪ Professional Development & Leadership Training

1988 University of Alaska Juneau, Alaska  
Superintendent / Principal Credential  
▪ Education Administration

1981 University of Wisconsin Stout-Menomonie, Wisconsin  
Educational Specialist Degree

1973 University of Wisconsin River Falls, Wisconsin  
▪ Master of Science Degree

1971 University of Wisconsin River Falls, Wisconsin  
Bachelor of Science Degree  
▪ Sociology

**PROFESSIONAL BACKGROUND**

Superintendent 2001-2013  
Klawock City School District – Klawock, Alaska

Assistant Superintendent / Interim Superintendent 1999-2001  
Lower Yukon School District – Mountain Village, Alaska

Director of Federal Programs 1998-1999  
Lower Yukon School District – Mountain Village, Alaska

Assistant Principal 1996-1998  
North Slope Borough School District – Borrow High School; Borrow, Alaska

Program Coordinator 1993-1996  
Bering Strait School District, Unalakleet, Alaska

Director 1984-1993  
Bering Strait School District – Unalakleet, Alaska

Coordinator of Counseling and Pupil Services 1983-1984  
Bering Strait School District – Unalakleet, Alaska

Vocational Counselor 1982-1983  
Bering Strait School District – Unalakleet, Alaska

High School Teacher 1981-1982  
Bering Strait School District - Brevig Mission, Alaska

Guidance Counselor 1977-1981

Menomonie High School – Menomonie, Wisconsin

Assistant Hockey Coach 1980-81

University of Wisconsin – Stout – Menomonie, Wisconsin

Coordinator / Counselor 1975-1976

Federal Education Project, Cooperative Educational Service Agency  
#5 – Elmwood, Wisconsin

Guidance Counselor / Teacher 1973-1975

Alma Public Schools – Alma, Wisconsin

Professional Hockey Player 1972-1973

Leobon Ice Hockey Team – Leobon, Austria

**PROFESSIONAL / CIVIC AFFILIATIONS**

- Past President of the Alaska Association of School Administrators (2007-2008)
- Member of the Alaska Comprehensive Center Advisory Board (2006- 2012)
- Member of the Alaska Tech-Prep Consortium
- Member of the Alaska Council of School Administrators' Board of Directors (2007-2009)
- Co-Chairperson of the "Building Readiness Committee" (a group of representatives from the Oil / Gas and Mining Industry working together putting Alaskans to work in Alaska jobs)
- Member of Executive Board of Alaska Association of School Administrators 2003 – 2009
- Secretary / Treasurer of the Alaska Association of School Administrators (2003-2006)
- Three-time Chairman of Board of Directors of the Southeast Regional Resource Center 2003 / 2005 / 2009 (Board of 21 Superintendents)
- Alaska Teacher Placement Advisory Committee (2005-2013)
- Member of State Taskforce to draft proposed legislation dealing with "Persistently Dangerous Schools, 2002-2003
- State Chairman of the Alaska Committee to the Northwest Association of Schools and Colleges, 1999-2000
- President of AdvancEd State Commission 2012-2013
- An appointed member of the "Commission of Schools" (serving a seven state region) which is part of the Northwest Association of schools and Colleges, 1994-2000
- Member of the Alaska State Committee of the Northwest Association of Schools and Colleges, 1993-2000
- Served on the Statewide Student Assessment Technical Advisory Committee, 1989-1991

- Member of the Executive Committee Member of the Alaska Association of Supervision and Development, 1986-1987

#### SPECIAL RECOGNITION / AWARDS

- AdvancEd Excellence in Education Award, 2013
- "Administrator of the Year" Alaska Association of Student Governments, 2011
- "Alaska Superintendent of the Year", 2008
- "Outstanding Community Education Personnel of the Year", presented by the Alaska Association of School Personnel, 1991
- "Outstanding Administrator" certificate of recognition presented by the Alaska Association of School Libraries, 1989-1990
- "Governor's Award for the Arts" presented by Governor Steve Cowper and the Alaska State Council on the Arts, April 28, 1988
- "Administrator of the Year" presented by the Alaska State Councilor's Association, 1987

#### PRESENTATIONS

- Presented (2007) to University of Alaska Board of Regents on Teacher Recruitment and Retention
- Presented to Alaska School Boards Association (2006) on Vocational Education
- Presented to Alaska School Boards Association (2005) on Superintendent / Board Relations
- Presentation at National Association of Educational Service Agencies (2005 Savannah, Georgia) on Special Education
- Presentations Across Lower 48 and at Alaskan Job Fairs from 1984-2001 on Teaching in Alaska
- Presentations Across State of Wisconsin on "Peer Counseling", 1977-1981

#### PUBLICATIONS

- On-going publications from 1983-Present in District and State Newsletters
- Articles in the "Education Bulletin: a publication of the Alaska Council of School Administrators (2007-2008)

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## REFERENCES

- **Cindy Mills, Former Board Chair, Klawock City School District**  
P.O. Box 9  
Klawock, Ak 99925  
Work: (907) 826-3948
- **Karen Cleary, Board Chair, Klawock City School District**  
P.O. Box 9  
Klawock, AK 99925  
Home: 755-2963
- **Thomas Genne, Director of Assessment & Accountability**  
Albuquerque Public School District  
P.O. Box 25704  
Albuquerque, NM 87125  
Work: (505) 842-8211  
Home: (505) 848-8729
- **Mary Francis, Past Executive Director of the Alaska Council of School Administrators**  
974 9<sup>th</sup> Circle  
Fox Island, WA 98333  
Cell: (253) 432-0006
- **Stowell Johnstone, Past Chairman Alaska State School Board/  
Executive Director of Alaska AdvancEd**  
3210 Seawind Drive  
Anchorage, Alaska 99516  
Home: (907) 344-3364

# Michael A. Johnson

PO Box 810  
Glennallen, AK 99588  
907-822-5670  
[mjohnson@crsd.us](mailto:mjohnson@crsd.us)

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## OBJECTIVE

To be a conduit of right thinking and practice by reading, researching, and communicating meaningful education policy on behalf of all children.

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## EDUCATION

**Interdisciplinary Doctor of Philosophy – Education and Intercultural Studies** 2012  
University of Alaska Fairbanks  
Dissertation: "Barriers to Ahtna Athabascans Becoming Public School Educators"

**Educational Leadership Credentialing Program – Superintendent** 2006-2007  
UNIVERSITY OF ALASKA Anchorage, Alaska  
GPA - 4.0 on a 4.0 scale

**Educational Leadership Credentialing Program - Principal** 2001-2002  
UNIVERSITY OF ALASKA Anchorage, Alaska  
GPA - 4.0 on a 4.0 scale

**Master of Arts in Teaching: Elementary Education** 1996-97  
COLUMBIA INTERNATIONAL UNIVERSITY Columbia, South Carolina  
GPA (as of May 1997) - 3.915 on a 4.0 scale  
NASDTEC & SACS Accredited Grades 1-8

**Bachelor of Arts** 1990-1994  
COLUMBIA INTERNATIONAL UNIVERSITY Columbia, South Carolina  
Major: Bible - GPA - 3.28 on a 4.0 scale

University of Tennessee at Chattanooga, Chattanooga, TN 1988-1989 & Summer 1996  
Dalton College, Dalton GA Fall 1987 & Fall 1994

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## PROFESSIONAL EXPERIENCE

**Superintendent** June 2009-Present  
Copper River School District Glennallen, Alaska

**School Principal/District Curriculum & Staff Development Director** August 2003-May 2009  
Copper River School District Glennallen, Alaska  
Principal of K-6 Elementary School  
Principal 7-12 Jr./Sr. High School (Beginning 2006)  
Director of Curriculum, Instruction and Staff Development

**Elementary Teacher** August 1997 - May 2003  
Copper River School District Glennallen, Alaska  
Elementary Teacher

**UAA Adjunct Faculty** Summer Semester 2013  
Taught EDL 672 Student Performance: Academic & Developmental Spring Semester 2014

**Special Education Program Assistant** September 1995 - June 1996  
Glennallen Elementary School Glennallen, Alaska  
Copper River School District

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## OTHER EXPERIENCES / QUALIFICATIONS

**Milken Educator Award Winner** 2008

**Technical Skills**  
Microsoft Word, Excel, PowerPoint, Publisher, Windows XP, VISTA  
Internet Browsers (Firefox, MS Explorer), Search Engines, Web Page Construction

**Various Professional Conferences and Workshops** 1997-Present

**Resident Assistant** 1993-1994  
Responsible for the supervision of students and facilities for an undergraduate college dormitory

**European Study Tour** December 1992  
Studied and toured several countries in Europe for college credit

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## EMPLOYMENT HISTORY

**Video Editor and Technician, UCTV-3, Ft. Oglethorpe, GA** 1994 -1995 and 1988 - 1990  
**Computer Lab Assistant, Columbia International University, Columbia, SC** 1993 - 1994  
**Communications Lab Instructor, CIU, Columbia, SC** Spring Semester 1994  
**Admissions Office Worker, Columbia International University, Columbia, SC** 1992 - 1993  
**Switchboard Operator, Columbia International University, Columbia, SC** 1991 - 1992

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## PERSONAL

Married, Two Children  
Enjoy family, reading, computers, music, golf, swimming

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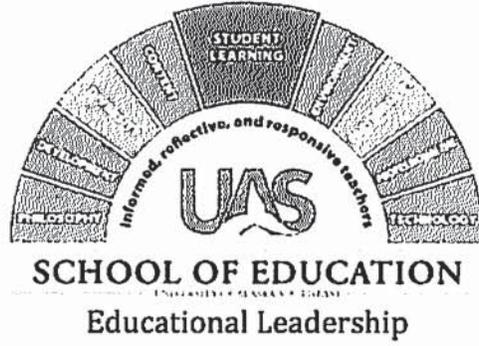
## REFERENCES

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## **Educational Leadership: Superintendent Endorsement Proposal**

### **Appendix 4: Superintendent Endorsement Alignment Matrix**

**Alignment Matrix: UAS School of Education's Educational Leadership: Superintendent Endorsement with Alaska Administrator Standards, Alaska Standards for Culturally Responsive Educators, Alaska State Literacy Blueprint and the Education Leadership Constituency Council (ELCC) District Level Standards (2011)**

UAS Superintendent Program Proposal

KEY	ED 606 Educational Finance	ED 611 Leading to Learn in a Digital Age of Change	ED 645 Governance	ED 646 District Operations	ED 667 Community Building	ED 593 Orientation to the Superintendency	ED 659 Program Planning, Implementation and	ED 691 (I) Educational Leadership Internship	ED 691 (II) Educational Leadership Internship	ED 698 Superintendent Portfolio
 Standard met or partially met through course										
 Guided practice and performance										
<b>Alaska's Professional Content and Performance Standards for District Level Administrators</b>										
An administrator provides leadership for an educational organization.	X	X	X	X	X	X	X			
An administrator guides instruction and supports an effective learning environment.		X					X			
An administrator oversees the implementation of curriculum.		X					X			
An administrator coordinates services that support student growth and development.		X			X		X			
An administrator provides for staffing and professional development to meet student learning needs.							X			
An administrator uses assessment and evaluation information about students, staff, and the community in making decisions.					X		X			
An administrator communicates with diverse groups and individuals with clarity and sensitivity.			X		X					
An administrator acts in accordance with established laws, policies, procedures, and good business practices.	X		X	X		X	X			
An administrator understands the influence of social, cultural, political, and economic forces on the educational environment and uses this knowledge to serve the needs of children, families, and communities.	X			X	X					
An administrator facilitates the participation of parents and families as partners in the education of children.					X					
<b>Alaska Standards for Culturally Educators * Pre-requisite Alaska Studies and Multicultural Education</b>										
Culturally responsive educators incorporate local ways of knowing and teaching in their work.					X		X	X	X	X
Culturally responsive educators use the local environment & community resources on a regular basis to link what they are teaching to the everyday lives of students.					X		X	X	X	X
Culturally responsive educators participate in community events and activities in an appropriate and supportive way.					X		X	X	X	X
Culturally responsive educators work closely with parents to achieve a high level of complementary educational expectations between home and school.					X		X	X	X	X
Culturally responsive educators recognize the full educational potential of each student and provide the challenges necessary for them to achieve that potential.		X					X	X	X	X

	ED 606 Educational Finance	ED 611 Leading to Learn in a Digital Age of Change	ED 645 Governance	ED 646 District Operations	ED 667 Community Building	ED 593 Orientation to the Superintendency	ED 659 Program Planning, Implementation and Evaluation	ED 691 (I) Educational Leadership Internship	ED 691 (II) Educational Leadership Internship	ED 698 Superintendent Portfolio
<b>Alaska State Literacy Blueprint</b>										
<b>Instruction and Intervention</b>										
• Content of Instruction		X					X	X	X	X
• Delivery of Instruction		X					X	X	X	X
• Interventions		X					X	X	X	X
<b>Comprehensive Assessment</b>										
							X	X	X	X
<b>Leadership</b>										
• State Level							X	X	X	X
• District/School/Community							X	X	X	X
<b>Family and Community Engagement</b>										
					X		X	X	X	X
<b>Professional Development</b>										
• State Professional Development	<i>Advanced training in leadership is by definition, professional development for educators.</i>									
• District Professional Development										
• School/Community Professional Development										

	ED 606 Educational Finance	ED 611 Leading to Learn in a Digital Age of Change	ED 645 Governance	ED 646 District Operations	ED 667 Community Building	ED 593 Orientation to the Superintendency	ED 659 Program Planning, Implementation and Evaluation	ED 691 (I) Educational Leadership Internship	ED 691 (II) Educational Leadership Internship	ED 698 Superintendent Portfolio
<b>ELCC (2011) District Level Standards</b>										
A district level education leader applies knowledge that promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a shared district vision of learning through the collection and use of data to identify district goals, assess organizational effectiveness, and implement district plans to achieve district goals; promotion of continual and sustainable district improvements; and evaluation of district progress and revision of district plans supported by district stakeholders.										
1.1 Candidates understand and can collaboratively develop, articulate, implement, and steward a shared district vision of learning for a school district.										
1.2 Candidates understand and can collect and use data to identify district goals, assess organizational effectiveness, and implement district plans to achieve district goals.										
1.3 Candidates understand and can promote continual and sustainable district improvement.										
1.4 Candidates understand and can evaluate district progress and revise district plans supported by district stakeholders.										
A district level education leader applies knowledge that promotes the success of every student by sustaining a district culture conducive to collaboration, trust, and a personalized learning environment with high expectations for students; creating and evaluating a comprehensive, rigorous, and coherent curricular and instructional district program; developing and supervising the instructional and leadership capacity across the district; and promoting the most effective and appropriate technologies to support teaching and learning within the district.										
2.1 Candidates understand and can advocate, nurture, and sustain a district culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students.										
2.2 Candidates understand and can create and evaluate a comprehensive, rigorous, and coherent curricular and instructional district program.										
2.3 Candidates understand and can develop and supervise the instructional and leadership capacity across the district.										
2.4 Candidates understand and can promote the most effective and appropriate district technologies to support teaching and learning within the district.										
A district-level education leader applies knowledge that promotes the success of every student by ensuring the management of the district's organization, operation, and resources through monitoring and evaluating district management and operational systems; efficiently using human, fiscal, and technological resources within the district; promoting district-level policies and procedures that protect the welfare and safety of students and staff across the district; developing district capacity for distributed leadership; and ensuring that district time focuses on high-quality instruction and student learning.										
3.1 Candidates understand and can monitor and evaluate district management and operational systems.										
3.2 Candidates understand and can efficiently use human, fiscal, and technological resources within the district.										
3.3 Candidates understand and can promote district-level policies and procedures that protect the welfare and safety of students and staff across the district.										
3.4 Candidates understand and can develop district capacity for distributed leadership.										
3.5 Candidates understand and can ensure that district time focuses on supporting high-quality school instruction and student learning.										

	ED 606 Educational Finance	ED 611 Leading to Learn in a Digital Age of Change	ED 645 Governance	ED 646 District Operations	ED 667 Community Building	ED 593 Orientation to the Superintendency	ED 659 Program Planning, Implementation and Evaluation	ED 691 (I) Educational Leadership Internship	ED 691 (II) Educational Leadership Internship	ED 698 Superintendent Portfolio
A district-level education leader applies knowledge that promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources for the district by collecting and analyzing information pertinent to improvement of the district's educational environment; promoting an understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources throughout the district; building and sustaining positive district relationships with families and caregivers; and cultivating productive district relationships with community partners.										
4.1 Candidates understand and can collaborate with faculty and community members by collecting and analyzing information pertinent to the improvement of the district's educational environment.										
4.2 Candidates understand and can mobilize community resources by promoting understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources throughout the district.										
4.3 Candidates understand and can respond to community interests and needs by building and sustaining positive district relationships with families and caregivers.										
4.4 Candidates understand and can respond to community interests and needs by building and sustaining productive district relationships with community partners.										
A district-level education leader applies knowledge that promotes the success of every student by acting with integrity, fairness, and in an ethical manner to ensure a district system of accountability for every student's academic and social success by modeling district principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the district; safeguarding the values of democracy, equity, and diversity within the district; evaluating the potential moral and legal consequences of decision making in the district; and promoting social justice within the district to ensure individual student needs inform all aspects of schooling.										
5.1 Candidates understand and can act with integrity and fairness to ensure a district system of accountability for every student's academic and social success.										
5.2 Candidates understand and can model principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the district.										
5.3 Candidates understand and can safeguard the values of democracy, equity, and diversity within the district.										
5.4 Candidates understand and can evaluate the potential moral and legal consequences of decision making in the district.										
5.5 Candidates understand and can promote social justice within the district to ensure individual student needs inform all aspects of schooling.										
A district-level education leader applies knowledge that promotes the success of every student by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context within the district through advocating for district students, families, and caregivers; acting to influence local, district, state, and national decisions affecting student learning; and anticipating and assessing emerging trends and initiatives in order to adapt district-level leadership strategies.										
6.1 Candidates understand and can advocate for district students, families, and caregivers.										
6.2 Candidates understand and can act to influence local, district, state, and national decisions affecting student learning in a district environment.										
6.3 Candidates understand and can anticipate and assess emerging trends and initiatives in order to adapt district-level leadership strategies.										

	ED 698 Superintendent Portfolio	ED 691 (II) Educational Leadership Internship	ED 691 (I) Educational Leadership Internship	ED 659 Program Planning, Implementation and	ED 593 Orientation to the Superintendency	ED 667 Community Building	ED 646 District Operations	ED 645 Governance	ED 611 Leading to Learn in a Digital Age of Change	ED 606 Educational Finance
A district-level education leader applies knowledge that promotes the success of every student in a substantial and sustained educational leadership internship experience that has district-based field experiences and clinical practice within a district setting and is monitored by a qualified, on-site mentor.										
7.1 Substantial Experience: The program provides significant field experiences and clinical internship practice for candidates within a district environment to synthesize and apply the content knowledge and develop professional skills identified in the other Educational Leadership District-Level Program Standards through authentic, district-based leadership experiences.										
7.2 Sustained Experience: Candidates are provided a six-month concentrated (9–12 hours per week) internship that includes field experiences within a district environment.										
7.3 Qualified On-site Mentor: An on-site district mentor who has demonstrated successful experience as an educational leader at the district level and is selected collaboratively by the intern and program faculty with training by the supervising institution.										

**Note:** \* Multicultural Education and Alaska Studies represent prior certification coursework that all educators certified in Alaska must have.