



ALASKA STATE SCHOOL
FOR DEAF AND HARD OF HEARING

Alaska School for the Deaf & Hard of Hearing and Sensory Services

Director Search Prospectus

December 2020
5530 E Northern Lights Blvd
Anchorage, AK 99504

Introduction



Alaska State School for the Deaf and Sensory Services

is a state and a local organization that provides services to the Deaf and hard of hearing population of the state of Alaska with services that meet their unique needs based on a continuum of educational and therapeutic services.

There are five Alaska State School for the Deaf and Sensory Services programs:

Alaska State School for the Deaf

Alaska Deaf and
Hard of Hearing
Statewide Services

Blind and Visually
Impaired Services

Audiology Services

Assistive Technology



Alaska State School for the Deaf



The Alaska State School for the Deaf and Hard of Hearing (AKSD) prides itself as a "Big State Small School with a Big Impact". AKSD is a comprehensive educational community serving Deaf and Hard of Hearing students in the state of Alaska.

AKSD provides small group instruction and individualized attention to their students. This instruction is accompanied by technology to enhance their classroom experience. In addition speech & auditory training are provided if desired. Students have the opportunity to participate fully in general education classes and curriculum in an environment that respects cultural diversity and the importance of families and caregivers using sign language.

AKSD strives to give each student the tools necessary to achieve their academic, social, and vocational goals. Students in turn are able to make significant contributions to society in general and to the Deaf and Hard of Hearing community in particular. AKSD is housed within the Anchorage School District. Students attend Russian Jack Elementary School, Clark Middle School, and East High School in either a self-contained or general education classroom.

AKSD is located in "Moose country" where moose sightings are frequent around the school campuses where the school is located. The camaraderie between teachers, staff, and students reflects the spirit of Alaska. Among these values includes genuine and transparent people who aspire to do right by those who have trusted the schools with the education of children.

Educational Philosophy

AKSD adopts the bilingual bi-cultural educational philosophy which provides access to American Sign Language and spoken English. Our vibrant school staff has specialized training with culturally diverse backgrounds to better serve deaf and hard of hearing children. School education and activities are aligned with the Common Core State Standards with embedded core concepts.

Mission

To provide educational options for Deaf and Hard of Hearing students from across Alaska-preschool through 12th grade. These options foster and support the development of American Sign Language and spoken and written English.

AKSD Services



Counseling

Deaf and hard of hearing counseling services that focus on Social Emotional Learning (SEL) support and lessons. Counseling is provided in one on one or group sessions in the classroom or in office locations within the schools. Counseling is provided by a deaf certificated counselor.

Cultural Events and Activities

AKSD provides cultural events and activities to support identity and community, as well as enhance diversity and respect for others. Deaf Cultural opportunities are supported and provided throughout the school year and in the community for both students and families. Saturday outings, summer adventures, and Deaf Awareness week include many opportunities for students, families, and community members to interact and build a better sense of identity for students.



Outreach

The AKSD outreach team supports Alaska School districts by providing services that assess the needs of Deaf and Hard of Hearing students. These assessment services are available on-site at the district school and/or in Anchorage. The outreach team collaborates with the district to develop a plan to best support the rural district's Deaf or hard of hearing student(s).

Sign Language Classes

AKSD provides families and caregivers with American Sign Language classes available free of charge. Classes are offered in-person weekly for an eight-week session. Virtual classes are also available for those families and students that live in rural Alaska. Classes are taught by native ASL users.



Educational Interpreters

Educational Interpreters are provided in academic and social settings throughout Alaska. A robust standard for educational interpreters is higher than a majority of states with an expectation of an EIPA score of 4.0. Interpreter mentoring is provided to staff interpreters to reach the 4.0 EIPA standard. An annual educational interpreter conference is held for continuing professional development in Anchorage on President's day weekend. This conference is usually fully supported and funded by a state educational interpreter grant.

Deaf Education Advisory Board

The Deaf Education Advisory Board (DEB) is a statewide biannual meeting of DHH programs and agencies that serve and support deaf education in the state of Alaska. The board is operated similar to other state-run boards. The AKSD director is a permanent appointment to the board and is expected to produce a biennial report created to share with the board members. Board members typically report from each agency and then share needs and/or concerns to improve DHH education and services. This board also has a responsibility to draft legislation, testimony, or guidance to the Department of Education and Early Learning.



AKSD Services

Observation & consulting training

AKSDHH provides observation and consulting training for the following groups:

- General Education Teachers
- Special Education Teachers
- Educational Interpreters
- Speech-Language Pathologists
- Program Administrators

Child Specific Services

(Preschool to 21)

- Classroom observations and recommendations
- Resource recommendations, curriculum, and materials
- IEP/IFSP/504 consultant in development and transition support
- Evaluations: speech, academic, psychological, language (including ASL, listening skills, and audiological/technology support)

Outreach team:

- Audiologist
- Bilingual Specialist (ASL/English)
- Preschool Specialist
- Certified Educational Interpreter
- Listening & Spoken Language Provider
- Counselor
- Deaf and Hard of Hearing Program Administrator
- School Psychologist
- Speech-Language Pathologist
- Teacher of the Deaf
- Transition Specialist

Program Specific Services

- American Sign Language/English
- Listening/Spoken Language Education

For students who qualify for adaptive physical education, mobility support and guidance, these related service providers also work with AKSD students and staff.

Student Housing

Student housing is available for students who live outside the Anchorage area at no cost to the family. Students are placed with “host families” that are fluent in ASL and familiar with deaf education and specific student needs. The host families are licensed through the state of Alaska. When students are placed in host family homes they are also supported in social and community events by these host families.

Alaska Deaf and Hard of Hearing Statewide Services

The AKSD outreach program supports districts in Alaska that have deaf and hard of hearing students and their families providing a loaning library. Consultations and assessments are also provided to these rural districts. This service is funded by a Special Education grant.

Sensory Services

Audiology Services

The audiology department is available for assessments, consultations and to support student needs with audiological access to the general education settings with technology and amplification device support.

Blind and Visually Impaired Services

The Blind and Visually Impaired Services (BVI) department includes resources, assessments, direct or consultative services by teachers of the blind/visually impaired. These services include braille materials and technology to support vision needs, orientation, and mobility services.

Assistive technology

The assistive technology department serves students that need technical support to access their educational environment. Some low tech or high tech devices and adaptations are provided depending on the student’s individual needs.

Are You the Right Fit?



Director Leadership Profile

The Alaska State School for the Deaf and Sensory Services is not a traditional educational agency. Their jurisdiction includes city school districts and schools spread out in various locations throughout the state. This unique set-up lends to complex layers also affecting personnel logistics. For instance, the Director must have the flexibility to organize and lead

from within this unique structure governing various services at both the city and state level. This includes but is not limited to the need to advocate for the various programs, their faculty, and students. It is also paramount for the Director to publicly uphold the principles that guide these programs.

Given the organization's small size and significant challenges, the community wants a leader that can demonstrate creative and innovative qualities. The Director must also respect expectations of confidentiality and ethics due to multiple roles that various professionals may play across multiple settings. There was a clear consensus regarding the ability of this leader to empower and develop the staff by allowing autonomy to achieve the highest level of excellence. Additionally, the Director should work tirelessly to advocate for the needs of the Deaf, Hard of Hearing, DeafBlind students.

The community placed significant value in having a leader who puts Deaf interests at the forefront of all organization initiatives, representation, and decisions. Should the Director not be Deaf, Hard of Hearing, or Blind, the community desires a person who humbly recognizes that they do not speak for the deaf community and always refer cultural, linguistic or access inquiries to community members who have first-hand experience as persons with disability.

Are you the right fit for the Director position?

The Alaska School for the Deaf and Sensory Services (AKSDSS) is seeking a new Director for their school. Innivee Strategies, Inc. was retained as the search

firm leading the Director search process. Innivee Strategies, Inc, distributed a survey to the community to understand the characteristics and capabilities they are looking for in their next leader. Responses to this leadership profile survey uniformly expressed a desire to experience strong leadership from their Director, and for that visionary educational leader to possess specific knowledge and skills detailed in this Leadership Profile.



Director Leadership Profile

Deaf Culture & Community Relations

As the leader of the Alaska School for the Deaf (ASKD), there is a strong desire to hire a Director who is knowledgeable about Deaf culture, is fluent in American Sign Language (ASL), and supports the right to learn ASL as well as the bilingual and trilingual education approach. The community wants a new Director not only to work well with Deaf and hard of hearing people but also to have a strong relationship with the community that the school serves outside of school activities.

There are community members who wish to have a leader who prioritizes the needs of hard of hearing children and children including those who may not be fluent in ASL by choice. This requires the leader to have an appreciation and respect for the different educational priorities approaches to educating students of various hearing levels.

In the person's service as Director, the community strongly desires someone who will remain sensitive to the need for full and effortless communication access whether it is on the job, at other schools, or in any environment that the Deaf and hard of hearing student or staff member finds themselves in, regardless of their hearing level or preferred language for communication. Additionally, that person should be able to advocate for a wide range of identities and modalities.

Advocacy for Blind Community

The Director's duties encompass supervising Sensory Services which includes the Blind/Visually Impaired Program (BVI). The leadership qualities that would benefit the BVI program include taking time to understand the technology and issues that are barriers to a general education curriculum; consulting directly with BVI professionals and communicating their needs with the right stakeholders; making the time to be personally available for difficult situations; and openly advocating for BVI students' needs. All of this requires ongoing flexibility and dedication as well as explicitly taking all sensory impairment factors into account during decision-making.

Respect for Diverse Alaska Community

The Director must arrive at the job with a willingness to learn rapidly on the job including Alaska Native culture and traditions as well as Bush life, culture, and experiences. The leader needs to demonstrate by example and through practice, the principle of collaborating with both worlds: Native culture and Deaf culture in the school's services. This includes encouraging teaching native languages used in Alaska statewide into school as a foreign language, demonstrating respect and embrace for native culture and traditions.

The Director must be culturally receptive, be aware of inner biases and privileges, and be open to building honest relationships across the continuum of student backgrounds. This leader needs to take the time to understand the deep and varied nuances of Alaska and the needs of a Deaf community, whilst being able to separate competing needs for implementation of the best policy for the educational growth of students.

Leadership Philosophy

The Director is expected to utilize a team approach to solve complex problems through transparent communication and by collecting input from various stakeholders before making decisions. The leader should be committed to collaborating with different groups across the school system, community organizations, and parent groups. This includes the capability to listen to, appreciate, and respect parent goals for their child. The leader will be an individual strong enough to listen to various groups but have the resolve to make the best educational decisions for students.

The core traits sought in the next Director include the ability to seek and capitalize on resources; build trust, transparency, empathy, and patience; maintain an atmosphere of calmness yet firm direction, and seek to advocate for the staff voices would be elevated through this leader's work. On an interpersonal level, the community wishes to welcome a Director who leads with enthusiasm, integrity, kindness, fairness, be approachable and humble, and have a sense of humor.

Director Job Description

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| Title: | Director, Alaska State School for Deaf & Hard of Hearing (AKSD) and Sensory Services |
| Start Date: | Summer 2021 |
| Organizational Unit: | Special Education |
| Bargaining Unit: | Exempt |
| Work Year: | 235 Days |
| Position Code: | DRRDHH |
| PCN: | DRR |

Job Summary

The AKSD director is responsible for the administration and oversight of the Alaska State School for the Deaf and Hard of Hearing (AKSD) from preschool through the high school grades. The director is also responsible for the direct supervision and evaluation of various AKSD special education staff and related services providers. This position will research, develop, and implement curriculum and programs related to Deaf Education, as well as collaborate with the school principal in the evaluation of certificated and classified special education/related services (AKSD) staff. Hiring and assignments will be reviewed with the school principal to assure appropriate input and alignment with school staff. This position requires a valid Alaska type B administrative certificate and reports to and is evaluated by the senior director of the Special Education Department. This position has a retirement association with the Alaska Teachers' Retirement System (TRS).

Director Job Description

Job Requirements

The following are required:

1. A bachelor's or master's degree in deaf education, or certificate endorsement in deaf education.
2. Fluency in English and American Sign Language, demonstrated by the advanced level or above on the American Sign Language Proficiency Interview (ASLPI) or comparable sign language skills assessment.
3. A valid Alaska type B administrative certificate within three years of hire.
4. A minimum of three years of administrative experience.
5. A minimum of five years of experience in deaf education.

The following are preferred:

1. Knowledge of program development.
 2. Evidence of experience with:
 - a. Program evaluation
 - b. Curriculum implementation
 - c. Staff training and supervision
 - d. Intensive Needs funding requirements
 - e. Deaf-Blind
 3. Evidence of:
 - a. Exceptional communication and interpersonal skills.
 - b. Extensive experience with conflict resolution skills.
 - c. An understanding and the ability to deal with family and school teams' deaf education/special education issues.
 4. The successful candidate will demonstrate a:
 - a. Strong knowledge of school-based services, practices, and trends in the related services disciplines, special education, and deaf education.
 - b. Strong knowledge of district, state, and federal special education and deaf education policies, regulations and/or laws, diagnostic prescriptive techniques, and curriculum development.
 - c. Ability to use technology for record-keeping and research.
 - d. Extensive knowledge of ethical practices and professional standards of all programs assigned within related services, special education, and deaf education.
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Essential Job Functions

The responsibilities listed below are representative of the special functions of this position. The successful candidate :

1. Collaborates with school principals to provide administrative direction, supervision, and support to the AKSD program at each of the designated school sites.
2. Provides leadership for the AKSD program including staff development, planning, and implementation in conjunction with general education and special education departments.
3. Provides for interpreter and related services coordination, teacher assistant supervision, and administration support.
4. Provides for continued development and implementation of the AKSD strategic plan with the involvement of all stakeholders.
5. Collaborates with school sites and the Assessment and Evaluation department on the administration of standardized state and federal tests.
6. Supervises the AKSD coordinator and provides assistance regarding their duties.

Director Job Description

8. Communicates regularly with identified stakeholders, including building administrators, teachers, staff, parents, Alaska Department of Education and Early Development (DEED), and the Alaska Deaf Council.
9. Represents AKSD at statewide meetings including the Deaf Education Advisory Board (DEB) and Early Hearing Detection and Intervention (EHDI) board.
10. Collaborates with principals of school sites to support the training and supervision of staff and inclusive programming for students.
11. Attends IEP meetings as schedule allows, oversees IEP compliance, and supports training for IEP compliance as needed.
12. Supports teachers in the monitoring of student profiles, progress, and achievement.
13. Serves as a resource person to local and state education agencies concerning services for deaf and hard of hearing students statewide.
14. Develops and maintains a database of all deaf and hard of hearing students; serves as a resource as needed.
15. Develops and maintains a statewide database of all teachers and related staff working with deaf and hard of hearing students.
16. Develops, maintains, and monitors the state ILP or EHDI coordinator to monitor and develop transition plans for children ages 0 through 3 who may attend AKSD at preschool or kindergarten age.
17. Reports data and staff qualifications (SLPI levels) to the designated districts and DEED on an annual basis.
18. In conjunction with the senior director of Special Education, develops and manages both general and grant budgets as they relate to AKSD and statewide educational interpreters.
19. Coordinates, develops, and maintains a plan with EHDI and infant learning programs statewide to assist deaf and hard of hearing students transition to AKSD/ASD and other local school districts for services acting as a liaison between agencies.
20. Plans and oversees family sign classes, annual retreat(s), deaf artist in residence, MJ Phillips Art competition, Extended School Year services, and other AKSD extra-curricular and cultural events with AKSD staff involvement.
21. Coordinates with the Rural Deaf Student agency to administration to facilitate students' school enrollment and jointly resolve student issues. Assists administration and principals in the assignment and evaluation of certificated and classified staff when appropriate.
22. Is involved in the selection and procurement of a variety of contracted services.
23. Attends deaf community activities, including those in the evening, as appropriate.
24. Assists the senior director of Special Education in the development, provision, and monitoring of sensory service programs for BVI, audiology, hard of hearing, and assistive technology within ASD.
25. Directly supervises BVI, audiology, hard of hearing, and assistive technology sensory service programs for students district-wide
26. Supervises and evaluates AKSD, BVI, audiology, hard of hearing, and assistive technology program staff, including certificated related service providers, classified, and clerical support staff.
27. Works collaboratively with other ASD administrators and principals on issues pertinent to the provision of AKSD and sensory services.
28. Works collaboratively with other special education directors on division planning, compliance issues, and provision services.
29. Works closely with ASD counsel on legal issues, including due process hearings. 29. Prepares, implements, and maintains department budgets.
30. Works with the senior director of Special Education and other directors to comply with state and federal mandates including corrective actions as a result of the state auditing process.

Director Job Description

Physical /Mental Demands

The physical demands of this job require frequent standing, walking, sitting, speaking and hearing. Specific visual abilities are also required. The employee is regularly required to reach with his/her hands and arms and occasionally lift items weighing less than 40 lbs. Additionally, the employee must be able to understand vague and implicit instructions, be able to readily recall facts and details, handle conflict and make effective decisions under pressure. The employee must have the ability to effectively manage the stress of working with students, parents, and other employees representing diverse cultures, personalities, and work styles in a dynamic work environment.

The Anchorage School District is committed to providing reasonable accommodations, according to applicable state and federal laws, to all individuals with a qualified physical or mental disability.

Work Environment

Work is performed in a professional environment with a wide variety of individuals having differing functions, personalities and abilities, including working with diverse groups of people in a variety of different settings.

While performing the duties of this job the employee may be regularly exposed to a video display. The employee may be exposed to outdoor weather conditions. The noise level in the work environment is usually moderate.

Additional Job Information

This job description in no way states or implies that these are the only duties to be performed by the employee(s) in this position. Employees will be required to follow any other job-related instructions and to perform any other job related duties as requested by any person authorized to give instructions or assignments.

Anchorage School District (ASD) employees must possess the ability to read and write in English. This also includes the ability to communicate in English with school staff, co-workers, and the public; as well as have the ability to comprehend and carry out oral and written directions and understand and follow English instructions and written documents.

Offers of employment are contingent upon completion of a satisfactory criminal background check in addition to the background check conducted through the certification process with the Alaska State Department of Education and Early Development (DEED). This position may be required to work in ASD facilities on the military installations (JBER). Please visit <https://www.dhs.gov/real-id-enforcement-brief> for additional information.

The position offers a health benefit package, optional dental and vision care, retirement plan along with multiple investment opportunities, sick leave and annual leave. Learn more at: <https://www.asdk12.org/workforasd>.

How to Apply

Please send all nominations and applications to:

Shane Feldman
Chief Executive Officer
Innivee Strategies, Inc.
aksdsearch@innivee.com
Phone: 443-430-0166

For questions about the position, please

contact Innivee Strategies, Inc. at:
aksdsearch@innivee.com
Phone: 443-430-0166

**AKSD values a diverse community and seeks to assure equal opportunity in all its employment practices.
The Anchorage School District is an equal employment opportunity employer.**

For more information, about AKSD & Sensory Services please visit the AKSD website at:
<https://www.asdk12.org/AKSDHH/>