

Thank you for submitting the FY 2023 RLIS-SQA grant application!

Your application tracking number is 23SQA0025.

The Authorized Representative who received the invitation email will receive a confirmation email immediately after the application is submitted. This email will come from no-reply.survey@max.gov and cannot be resent. It is possible that your LEA's security or firewall settings may route this email to a spam or junk folder or prevent it from being delivered at all and in these cases, REAP recommends working with your LEA's technology support staff to retrieve the email. The confirmation email contains important next steps - review these steps carefully and complete them as soon as possible. This email will also serve as a copy of your application and will include a summary of your application responses and the above-mentioned application tracking number. The tracking number will serve as your LEA's identifying number which you may provide when contacting the Department with questions about this grant application.

You may now exit the browser.

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RLIS Program Application

School District:

Lower Kuskokwim School District
P.O. Box 305
Bethel, Alaska 99559

Contact Person:

Edward Pekar, Assistant Superintendent
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Project Name: The LKSD Recruitment and Retention Project

RLIS GEPA:

The LKSD School Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on age, gender, race, color, religion, national origin, ethnic group, marital or parental status, physical or mental disability or any other unlawful consideration. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

The district shall employ the most highly qualified person available for each open position. The Superintendent or designee shall develop recruitment and selection procedures to ensure that every effort is made to find and hire fully qualified teachers for all classrooms, which include:

1. Assessment of the district's needs to determine those areas where specific skills, knowledge and abilities are lacking.
2. Development of job descriptions which accurately portray the position, including requirements that a teacher be qualified in accordance with federal and state law.
3. Dissemination of vacancy announcements to ensure a wide range of candidates, when necessary.
4. Screening procedures which will identify the best possible candidates for interviews.
5. Interview procedures which will determine the best qualified candidate for recommendation to the School Board. No inquiry shall be made with regard to age, race, color, religion, sex, or natural origin of persons proposed for or seeking employment. Questions regarding handicap shall be asked only when directly related to the job.

RLIS Goal:

The Lower Kuskokwim School District
Bethel, Alaska

Effectively recruit and retain effective teachers, principals and other school leaders who are effective in improving student achievement.

RLIS Outcomes:

The district turnover rate for certified staff will decrease to below 15% during 2023-2024 school year. The turnover rate for 2022-2023 was 15.2%.

RLIS Use of Funds:

The recruitment and retention of teachers, principals, and other school leaders is essential to providing excellent educational opportunities for our students. Unfortunately, many school years begin without filling all certified teaching or other leadership positions in such a remote, rural district. This RLIS grant will supplement district recruitment efforts. This grant will fund a recruiting platform subscription, Handshake, and additional days for recruiters to interview and hire teachers, principals, and other school leaders via job fairs, Zoom sessions, conference calls, and other such processes.

RLIS Outcomes and Objectives:

By recruiting high-quality teachers, principals, and other school leaders who are effective in improving student achievement, students will be better able to meet the Alaska State Standards. This includes a comprehensive vetting system to select candidates that best fit the needs of the district. LKSD will use the following measurable outcome to analyze the effectiveness and achievement of objectives: Turnover rates for certified staff will reduce to below 15% in FY24.

RLIS Budget Estimate: \$119,811

Personnel Wages and Benefits:

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|----------------------|-------------|
| Recruiters (45 days) | \$29,190.00 |
|----------------------|-------------|

Travel:

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|--|-------------|
| Job Fairs (airfare, lodging, per diem) | \$37,978.00 |
|--|-------------|

Materials & Supplies:

| | |
|------------------------|-------------|
| Handshake Subscription | \$52,643.00 |
|------------------------|-------------|

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|--------------|------------------|
| Total | \$119,811 |
|--------------|------------------|