

KIBSD Superintendent Candidate Interview Schedule

	Thursday, Jan 22	Notes
8:30 am	Breakfast with BOE members	
9:30 to 11:20 am	<p>FOCUS GROUPS: Candidates rotate between meeting individually with designated district focus groups:</p> <ol style="list-style-type: none"> 1. Community Leaders 2. Union Leadership 3. Parent groups <p>Each focus group has a host and questions. Each focus group lasts 30 minutes with 10 minute break/transition time between.</p>	<p>Community Leaders are in Board Room - F140 Host: Mike Litzow</p> <p>Union Leadership are in Conference room adjacent to Board room - F138 Host: Kerry Irons</p> <p>Parent Groups are in Break Room - F148 Host: Katie Oliver</p>
9:30 to 10 am	<p>Candidate 1 meets with Community Leaders Candidate 2 meets with Union Leadership</p>	<p>Community Leaders - F140 Union Leadership - F138</p>
10 to 10:10	Transition	
10:10 to 10:40	<p>Candidate 2 meets with Community Leaders Candidate 1 meets with Parent groups</p>	<p>Community Leaders - F140 Parent Groups - F148</p>
10:40 to 10:50	Transition; Community leaders may depart	
10:50 to 11:20	<p>Candidate 1 meets with Union Leadership Candidate 2 meets with Parent groups</p>	<p>Union Leadership - F138 Parent Groups - F148</p>
11:30 to 12:15	Break/Lunch	
12:30 to 1:20	<p>Q&A with Students High School and Middle School Student Government</p>	<p>KHS Library Advisors are Elizabeth Bender & Lindsey Glenn (KHS) and Heather Norton (KMS).</p>
1:30 to 3 pm	Tour schools with Supt. Cyndy Mika, Maintenance Director Adam Powers, and Principals	<p>Principals East - Audra Morrow Main - Sabrina Sutton Kodiak Middle School - Rena Rankin & Judith Bruns (Asst. Pr.)</p>
3 pm to 4pm	Break	Central Office
4 pm to 5 pm	STAFF FORUM with candidates	Auditorium Mainstage

5 to 6 pm	Dinner/Break	
6:30 to 7:30 pm	COMMUNITY FORUM with candidates.	Auditorium Mainstage + Broadcast on Teams Please see www.kibsd.org for links
7:30 to 8 pm	Post-forum socializing and candidate meet and greet with community, staff, students in attendance	

	Friday, Jan 23, 2026	Notes
8 am	Candidate trip to Peterson Elementary	Principal Damon Hargraves, joined by USCG Capt. Hall
9 am	Board Special meeting call to order	
9:15 to 10:30	Board Interviews Candidate #1 Candidate #2 meets with Admin Teams	
10:30 to 10:45	Break	
10:45 to 12	Board Interviews Candidate #2 Candidate #1 meets with Admin Teams	
12 to 12:50	Lunch on-site	
1 to 1:30 pm	Candidates tour Kodiak High School	Principal Matt Bieber Asst. Principal Kathryn Symmes
1 to TBD	Board discussion & deliberation	
TBD	Board invites selected candidate to Executive Session for contract discussion	