

**Moore Collaborative Committee  
Research Framework for Pre-Screened Proposals  
Teacher Retention Grant Program**

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**Proposal title:** 2014 Alaska Housing Finance THHP Grant Development for Moore Eligible Rural Schools

**Vendor/Agency:** Joint Venture: Primary - L A Clune & Associates – Bio Attached  
Secondary - W D Bobrick & Associates – Bio Attached

**Contact person:** Leland Clune, Owner LAC & Associates

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<p><b>Conditions the proposal is intended to address.</b> (Describe the source(s)/cause(s) of teacher dissatisfaction /teacher turnover that the proposed service or product is intended to address or remediate.)</p>	<p>Teacher turnover / teacher retention in Alaska had been relatively constant during the early part of this century. A 2006 Institute of Social and Economic Research (ISER), found that an average of 12% of the state’s, both urban and rural, approximately 8,100 teachers were being replaced each year. These were teachers that either left the Alaska public school system or took an administrative job out of the classroom. Since that time, unfortunately, various studies and court findings have identified forty Alaska Schools with a turnover rate of 25% or higher.</p> <p>Studies and experience have identified a myriad of factors which contribute to the difficulty of teacher retention leading to the high rate of teacher turnover. However, incontrovertible evidence shows that the majority of Alaska’s rural districts magnify factors and problems which contribute to a discrepancy of about 11% in urban districts and 24% among rural district.</p> <p>This joint venture proposal is intended to address Improvements in teacher housing and quality of life, including structures, communications (fast internet), security, and recreation.</p>
<p><b>Description of proposal.</b> (Please provide a clear description of the proposed service or product. Explain how it addresses or remediates the conditions listed above.)</p>	<p>The development and submission of an Alaska Housing Finance Corporation’s (AHFC) application for a 2014 New and Upgraded Housing for Teachers, Health Professionals and Public Safety Workers (THHP) Grant.</p> <p>Professional grant development services that would enable a school districts to apply for grants from AHFC, the goal being to provide energy-efficient, comfortable and affordable teacher housing. Where practical and desired, the project outcome would incorporate year-round green houses, utilizing alternative energy into the design of the housing and greenhouses.</p> <p>This would serve the multi-purpose of providing fresh nutritious food to students; growing the food would be incorporated into the curriculum, also having the added benefit of students and the entire community feeling ownership of the school system through the work of the students and community members in the greenhouse construction, planting and oversight.</p> <p>The alternative energy component is in itself an educational opportunity as well as a cost savings for the school district by reducing dependency on diesel fired electrical generation.</p>

	<p>These same professional services would select construction company vendors to design and build energy-efficient housing that combines greenhouses and area appropriate alternative energy. The construction company vendors would be chosen on their ability to train and hire students and community members to help build these facilities (taking in account of laws dealing with youth labor and liabilities) in addition to their track record of successful Bush construction, on time and under budget.</p> <p>Of added value, is the development of a process where students and faculty advisors could record videos of the construction process, specifically the student involvement in the process. Said videos produced could serve as guides and teaching tools for other school districts.</p>
<p><b>Type of proposal.</b> Please use one of the following categories:</p> <ol style="list-style-type: none"> <li>1. Teacher professional development, including team-building and other non-academic activities designed to improve staff loyalty and morale;</li> <li>2. Summer culture camps to orient teachers to the community and culture in which they will be working and to develop an appreciation for the area;</li> <li>3. Adoption and enforcement of student attendance policies;</li> <li>4. Use of locally-hired community liaison workers to assist with family communication, language barriers, and discipline and attendance support from home, with funding to be used for stipends matched by volunteer time, not as full-time employment;</li> <li>5. Improvements in teacher housing and quality of life, including structures, communications (fast internet), security, and recreation;</li> <li>6. Other (please specify).</li> </ol>	<p>The <u>primary focus</u> of this proposal is: <b>5) Improvement of teacher housing and quality of life, including structures, communications (fast internet), security and recreation.”</b></p> <p><b>A by-product, and we believe a critical student and teacher centered added benefit to rural districts, is the incorporation of: A) Professional development activity and product; (curriculum guide, workbook series dealing with incorporating food production into curriculum), a service; such as assistance with AHFC Teacher Housing Grant applications, construction vendor selections through bid awards; and should the district so desire and this vendor submits a successful proposal, serve as the district representatives on the job to ensure contractor compliance with design, training, local hire goals.</b></p>

<p><b>Intended outcomes of program.</b> (How will the program impact the conditions mentioned above? Identify concrete, near-term changes in teacher satisfaction as well as expected long-term outcomes. Where possible, note qualitative and quantitative outcomes.)</p>	<p><b>Safe, affordable, well-built well insulated cheerful Teacher Housing that includes innovative programs (hands-on agriculture attached to teacher housing with greenhouses), amenities such as high speed internet that stimulates the interest of the students, the teachers and indeed the entire community. These are all critical factors in teacher recruitment and retention in addition to job satisfaction.</b></p>
<p><b>How outcomes are measured.</b> (Explain the data collection method that will be used to evaluate the program. Include frequency of data collection, as well as the specific measures and indicators that will be used to measure the success of the proposed action. Data may include qualitative, anecdotal, and quantitative measures and should include teacher retention rates.)</p>	<p><b>Outcomes are measured by successfully applying for and receiving grants for housing and alternative energy installation. Additional measurable outcomes are longitudinal dropout rates, test scores of students and measurement and comparison of parental and community involvement.</b></p> <p><b>Other outcome measurements would be cost savings to school district produced by alternative energy incorporation and installation, and cost savings of food purchases due to the ability to grow fresh food.</b></p>
<p><b>Budget.</b> (Please provide a proposed budget for successful implementation of the proposal, to allow districts to accurately calculate their actual potential cost. Address any cost sharing opportunities offered by the vendor or agency and any know opportunities to leverage other funding sources.)</p>	<p><b>AHFC Grant Development: \$2,000 per site not to exceed \$10,000 for multiple-site school district plus <u>approved</u> related expenses.</b></p> <p><b><u>SAMPLE BUDGET:</u></b></p> <p><b>Grant Development &amp; AHFC submission</b></p> <p>    <b>Single-Site District.....\$2,000</b></p> <p>                    <b>Site #2.....\$2,000</b></p> <p>                    <b>Site #3.....\$2,000</b></p> <p>                    <b>Site #4.....\$2,000</b></p> <p>                    <b>Site #5.....\$2,000</b></p> <p>                    <b>TOTAL     \$10,000</b></p> <p><b>Additional District Sites NO GRANT DEVELOPMENT FEE</b></p> <p><b>Project Management for Successful Applications: District generated Competitive Proposal Process per State requirements.</b></p>
<p><b>Requirements for implementation.</b> (Capacity, staff, technology, facilities, financial resources, other conditions or resources.)</p>	<p><b>Specific District/site based data required for the development of the AHFC Application. The vendor would identify information necessary for the completion of a competitive proposal and work with a district designated contact person.</b></p>
<p><b>Sustainability.</b> (Provide examples and suggestions for how districts can develop sustainability and build capacity to allow the proposed program to continue after grant funding expires.)</p>	<p><b>The expertise, experience and statewide relationships of co-vendor WD Bobrick will be utilized to assist successful district to build the internal capacity for sustainability. The Cold Climate Housing Research Center’s (CCHRC) Sustainable Northern Shelter (SNC) program is the greatest indicator of the ability to sustain cold climate structures. SNC was initiated in 2008 to address the need for sustainable rural housing in northern climates. CCHRC designers work with local residents and housing authorities to develop homes that reflect the culture, environment, and local resources of individual communities. The designs emphasize energy efficiency, affordability, and durability.</b></p> <p><b>CCHRC has developed several prototype homes that can be easily and affordably reproduced throughout communities to provide much-needed</b></p>

	<p>housing. The program, which started with an experimental house made out of spray foam in Anaktuvuk Pass, has grown to encompass more than a dozen villages throughout Alaska.</p>
<p><b>Evidence of success.</b> (List successful implementations and/or research findings or literature review validating your proposal.)</p>	<p><b>The following is only a sample of the available research available on the topic.</b></p> <ol style="list-style-type: none"> <li>1) <a href="http://cchrc.org/docs/updates/UD_2010-02_SNS_Projects.pdf">http://cchrc.org/docs/updates/UD_2010-02_SNS_Projects.pdf</a></li> <li>2) <a href="http://cchrc.org/docs/reports/2008_Annual_Report.pdf">http://cchrc.org/docs/reports/2008_Annual_Report.pdf</a></li> <li>3) <a href="http://cchrc.org/docs/presentations/SNS_Quinhagak_Photo_Brochure.pdf">http://cchrc.org/docs/presentations/SNS_Quinhagak_Photo_Brochure.pdf</a></li> <li>4) <a href="http://www.renaissance-homes.com">www.renaissance-homes.com</a></li> <li>5) <a href="http://www.uaf.edu/sustainability/sustainable-village/">http://www.uaf.edu/sustainability/sustainable-village/</a></li> </ol>

**ATTACHMENTS FOLLOW**

## Leland A. (Lee) Clune



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### **Biography**

A near lifelong Alaskan, Lee came to Anchorage as an infant with his parents in 1946 when his father was hired as one of Alaska Airlines original pilots. His memories of the greater Anchorage bowl and our growth begin with the view from above Bootleggers Cove from their home in the Veteran's Housing complex at the end of the Park Strip looking across the inlet.

Lee's professional career began as teacher and then administrator in the early 70's with the Fairbanks School District. He earned his Masters of Education in Public School Administration from the University of Alaska Fairbanks, he and his family then relocated to Juneau to serve in the Hammond Administration as the State Director of Career and Vocational Education and as the State Consent Decree Administrator for the Molly Hootch (Tobeluk v. Lind) Case.

Following a sabbatical to pursue a doctorate in Education at the University of Hawaii-Manoa, he and his family returned and continued a successful career as an Assistant Superintendent with the Nome School District, Superintendent of Schools for the Yakutat City School District. Lee completed 24 years of public school service as Superintendent of the Delta/Greely School District in 1996.

Always focused on expanding his knowledge and experience he and his wife Debbie moved to Anchorage to be closer to their daughter and her family. He joined Educational Management Associates as the Director of the Student Management Software Division. His six year experience in the private IT sector was extremely beneficial as he worked with education institutions in a region including Alaska, Idaho, Montana, Oregon and Washington.

Since his "retirement" from EMA Lee has worked as an Adjunct Professor in Education Leadership with UAA. The opportunity to share his uniquely Alaska knowledge and perspective of Alaska education with aspiring principals and superintendents has been one of the most gratifying experiences of his career in education. During this same time he was given the opportunity to use his expertise when, in 2006, he was selected as the Executive Director of the Alaska Mineral & Energy Resource Education Fund (AMEREF) serving until January of this year.

Lee joined the seasonal staff at Anchorage Golf Course in April of 2004, during another failed attempt at "retirement", as Tournament Director and then as Assistant General Manager from 2008 - 2011. He has been extremely fortunate to turn his love of the game of golf into a career which provides a continuing opportunity

serve Anchorage and Alaska in the pursuit of economic development and helping to make the Anchorage Golf Course and O'Malley's on the Green a destination point.

### **Education**

1968-70	Associate of Arts in Social Studies	Treasure Valley Community College
1970-72	B S: Speech Communication/Drama—Education	Boise State College
1973-75	Masters of Education: Public School Administration	University of Alaska Fairbanks
1984-86	Doctoral Candidate: Foundations of Education (ABD)	University of Hawaii-Manoa
1986-87	Ed Spec.: School Admin/Superintendent Endorsement	University of Alaska Fairbanks

### **Awards, Fellowships, Grants**

University of Hawaii-Manoa	Pacific Rim Studies Fellowship	1984-85 & 1985-86
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### **Positions Held**

1972-75	Social Studies Teacher	Ryan Junior High School	Fairbanks, AK
1974-75	Secondary Administrative Intern	Ryan/Lathrop/Central Office	Fairbanks, AK
1975-80	District Office Admin; Director of Federal & Special Programs		Fairbanks, AK
1980-81	Program Administrator	Alaska Department of Ed	Juneau, AK
1981-84	State Director of Vocational Education; Tobeluk v. Lind Consent Decree Administrator	Department of Education	Juneau, AK
1986-87	Assistant to the Superintendent	Nome City Schools	Nome, AK
1987-90	Superintendent of Schools	Yakutat City Schools	Yakutat, AK
1990-96	Superintendent of Schools	Delta/Greely REAA	Delta Jct., AK
1997-98	Adjunct Professor	University of Alaska Fairbanks	Fairbanks, AK
1998-2/04	Education Services Manager	E M A., Inc	Anchorage, AK
2004 - Present	Adjunct Professor	University of Alaska Anchorage	Anchorage, AK
2006 – 2008	Executive Director	AMEREF	Anchorage, AK
2004 – Present	President/Owner	L A Clune & Associates	Anchorage, AK

### **Grants/Projects Developed and Managed**

1975 - 80	Fairbanks North Star Borough School District	Initial Indian Education & Bilingual/Bicultural Projects: Title I Reading and Math Grant: Title IV and VI-B Grants: Community Schools Application and Project.
1980-84	Alaska Department of Education—Juneau, AK	Annual Alaska State Plan for Vocation/Career Education; Molly Hootch Consent Decree Administrator; Promulgation of "05" Regulations and procuring Capitol Construction Funding for Rural Secondary Schools in Alaska.

### **Honors and Appointments**

AASA Board of Directors	1979-80; 1988-91; 1993-96
Alaska School Activities Board of Directors; Superintendents Representative	1992-96
Columbia University Summer Superintendents Seminar	July of 1994
2007 Honorary AASA Member Induction	March 2007

### **Conferences & Presentation**

"InterVocEconomics"	1985 Pacific Rim Economics Conference	U of H-Manoa
Molly Hootch, Thirty Years Later	2004 ISER/UAA Conference	Anchorage, AK

### **References**

Dr. Spike Jorgenson	Executive Director—CEAAC	(907) 883-5331
Richard Hazen	President, Educational Management Associates, Inc	(907) 349-1536
Richard Mauer	Delta/Greely School Board; State Board of Ed	(907) 895-4956
Dr. James Elliot	Superintendent, Copper River School District	(907) 227-5140
Joe Beckford	Superintendent, Aleutian Region School	(907) 277-2648

### **Professional Organizations**

Alaska Council of School Administrators (ACSA)  
Association for Supervision and Curriculum Development

### **Hobbies**

Woodworking/Carpentry; Golf, Cycling and Jet River boating and playing with Grand Children

### **Volunteer Experience**

American/Alaska Softball Association (ASA) Coach and Regional Commissioner  
Little League Coaching  
American Literacy Council: Fairbanks, Juneau and Delta Junction

### **Computer Skills**

MS Office utilization for personal and business use— NCS Pearson School Student Management Systems (SMS);  
Financial Management (FMS);

### **Licenses and Certificates**

Alaska Type B Certification—K-12 Principal; Central Office; Superintendent

## William D. Bobrick



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### **2010-2011- Business Development Director/Alternative energy specialist for RMA Consulting Group.**

Oversaw the expansion of the number of signed clients for RMA Consulting Group, working directly with Ray Mann, owner of RMA. RMA currently manages over \$160 million dollars worth of remote construction projects in Alaska. In addition to connecting RMA to new clients in Bush Alaska, I was the designated Alternative Energy Specialist for RMA Consulting Group, responsible for, but not limited to; ongoing meetings with staff of the Alaska Energy Authority, to add to my knowledge of capital grant programs available to communities for alternative energy systems through the Alaska Energy Authority, recommend vendors of alternative energy systems to RMA clients, work closely with all organizations in Alaska that are using, advocating for, and installing alternative energy systems, from REAP (Renewable Energy Alaska Project), to Susitna Energy Systems, to AVEC (Alaska Village Electrical Cooperative) etc. I have a strong working knowledge of the appropriate alternative energy systems that work in various parts of the state, for example, the Aleutian chain communities and Athabascan villages along the Yukon have excellent geothermal potential. In addition to geothermal potential, the 47 villages that make up the Doyan region have excellent sources of biomass which are used to fuel wood-burning boilers. Coastal regions have significant wind power potential, and regions with significant rainfall are suitable for micro Hydro installations. I continuously attend seminars and trainings to stay on top of the most recent developments in the alternative energy field.

### **2008-2010-Project Engineer for Pruhs Construction.**

On a \$9 million dollar airport project located adjacent to the Aleut Village of Ouzinkie, near Kodiak, Alaska. Working directly with the Project Superintendent, coordinated the logistics of transporting, loading, shipping, and unloading more than 2 million pounds of heavy equipment, (dozers, rock trucks, dump trucks, loaders, shipping containers filled with parts and supplies, a fleet of pick-ups, flat beds, drilling rigs for shooting and blasting rock, etc, etc.) from Anchorage to Kodiak to Ouzinkie, procured housing in Ouzinkie for a work crew of 20, oversaw their entire housing needs. Had food and parts flown in from Kodiak by bush plane or transported by skiff almost every other day. I performed daily inspections of subcontractors to ensure that they were meeting contract specifications required by AKDOTPF. Oversaw the shipping of blasting powder by special planes to job site. Was in charge of local hiring of natives from Ouzinkie, I was also the designated Village liaison between Pruhs Construction and the Village of Ouzinkie. Currently possess a First Aid card. I am also certified to perform on site drug testing, and I am qualified to train workers in current laws of sexual harassment in the workplace and recognizing issues surrounding workplace violence. I am experienced in dealing with the issue of sexual assault in remote settings.

**1985-2007-Owner, Bobrick & Associates.** Bobrick & Associates was a full service consulting firm, specializing in marketing, government relations, and alternative energy systems. Billing \$400 thousand in my last years of



operation, serviced some of the largest corporations in Alaska, and the USA. From Alaska based firms such as JL Properties, Carr-Gottstein Properties, Cook Inlet Housing, and Builders Choice, to Xerox, Wal-Mart, and Hilton Hotels, to name a few.

**1975-1985-Arrived in Alaska to work on Trans Alaska Pipeline Project.** Worked my way up the Laborers Union, Local 341, to become a Shop Steward, then Business Agent. After the Pipeline, I worked on construction projects while living in remote camps from Bethel to Valdez, from the Arctic Circle to Prince William Sound.