

# Senate Finance Education Subcommittee Career and Technical Education and Teacher Retention and Recruitment Updates

**Alaska Department of Education and Early Development**

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# Agenda

- Career and Technical Education
  - Budget and Program Updates
- Teacher Retention and Recruitment
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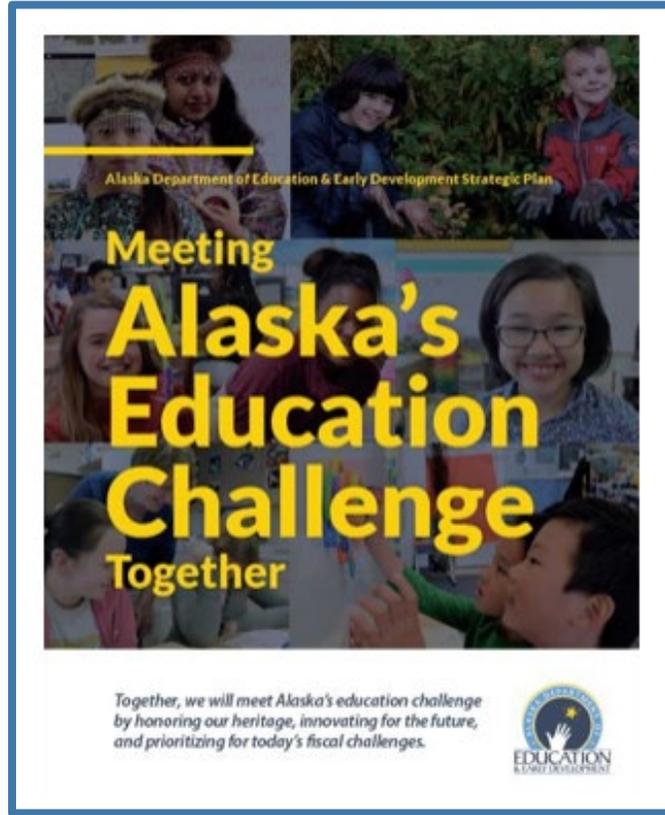
# Mission, Vision, and Purpose

Mission	Vision	Purpose
<p>An excellent education for every student every day.</p>	<p>All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them.</p> <p>- Alaska Statute 14.03.015</p>	<p>DEED exists to provide <b>information, resources, and leadership</b> to support an excellent education for every student every day.</p>

# Alaska's Education Challenge

## Five Shared Strategic Priorities:

1. Support all students to read at grade level by the end of third grade.
2. Increase career, technical, and culturally relevant education to meet student and workforce needs.
3. Close the achievement gap by ensuring equitable educational rigor and resources.
4. Prepare, attract, and retain effective education professionals.
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes.



# Career and Technical Education

# Career and Technical Education FY2026 Funding

- \$5,900.0 Federal Perkins Funds
- Base Budget from FY2026 \$687.3
- Transferred \$421.8 from SSA to CTE due to reductions

Note: All funds indicated in thousands

# Alaska Carl Perkins Programs FY26

## Competitive Grants

- Post-Secondary Institutions Grants – UA Campuses 4 x \$150.0
- District Staff Professional Development Grants 6 x \$25.0
- Non-Traditional Occupation Grants 3 x \$30.0
- Alaska Department of Corrections Grant \$30.0

## Other Statewide Perkins Activities

- DEED staff, technical assistance, monitoring, and federal reporting \$345.0
- CTE Student Organizations support \$60.0
- Partnership support \$30.0
  - Alaska Workforce Investment Board, AK Career Information System (ACPE), AK Association of Career and Technical Education, AK School Counselors' Conference

# Alaska Carl Perkins Programs FY26

## School District Grants

- Alaska's total annual Perkins allocation: \$5,900.0
- At least 85 percent (by statute) passed through to school districts and Post-Secondary Institutions for local CTE programs
- School District Grants
  - 22 smaller districts - minimum allocation \$484.0
  - 23 larger districts - by demographics \$4,500.0
  - 8 small districts have not applied for funds

# Career and Technical Education State Funded Programs

- Maintain Support For Career and Technical Student Organizations (CTSOs) \$210.0
  - Six statewide CTOSs
- Expand and Refine the Career Guidance Model \$425.0
  - Contract with Zach Stenson, Pathfinders Solutions, to support implementation of the RootED Career Guidance Model
  - Reimbursable Service Agreement (RSA) with Department of Labor and Workforce Development (DOLWD) for career guides
  - Professional Development Coordination and Travel Grants

# Career and Technical Education State Funded Programs

- Develop and Expand Career and Technical Education Programs of Study (CTEPS) \$239.1
  - Grants to develop Electrician and Plumbing CTEPS
  - Support for Alaska Education Exchange (AKEE)
  - Statewide CTE and Workforce Partners Convening
- Personnel - \$185.0
- Miscellaneous – \$50.0
  - Design, Printing, Supplies, etc.

# The Alaska Career Guide Model

The model is a structured advising framework designed to ensure every senior transitions from high school into a defined postsecondary pathway:

- Workforce
- Military
- Career training or apprenticeships
- Two-year college
- Four-year college

# Alaska Career Guide Partners *FY2026*

8

SCHOOL DISTRICTS

20

SCHOOLS

208

SENIORS

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## **Bristol Bay Regional Career and Technical Consortium (BBRCTE)**

Bristol Bay Borough School District  
Dillingham City Schools  
Lake and Peninsula School District  
Southwest Region School District

## **Department of Labor and Workforce Development (DOLWD)**

Galena City School District  
Nenana City School District

## **Sealaska Heritage Institute (SHI)**

Annette Island City Schools  
Hydaburg City Schools

# CTE Student Organizations (CTSO)

School District	2025 Student Participants by School District for each Career Technical Student Organization					
	BPA	Ed Rising	FCCLA	FFA	HOSA	SkillsUSA
Matanuska-Susitna	16	32		380	15	98
Anchorage		16	40	25	358	66
Fairbanks Northstar				60	25	20
Kenai Peninsula		3		32		20
Delta-Greely	14			20	17	
Bering Strait		41				
Galena		11			23	
Yukon-Koyukuk		14				7
Nome		18				1
Kodiak Island						15
Juneau		11				
Valdez						11
Iditarod				10		
Mount Edgcumbe HS		8				
Southeast Island		7				
Cordova					6	
Nenana					5	
Lake and Peninsula		4				
North Slope Borough						2
Yukon Flats						2
Northwest Arctic Borough		1				
Lower Kuskokwim						1
Unalaska						1

Source: CTSO participant data provided by each CTSO via email to DEEDas of March, 2025

# Teacher Retention and Recruitment

# Teacher Retention and Recruitment FY2026 Funding

- State Apprenticeship Expansion Formula (SAEF) Subgrantee \$1,128.2
- Title IIA Supporting Effective Instruction State Funds \$350.0
- Leverage Federal Partner Grants (\$0.0)

Note: All funds indicated in thousands

# Teacher Retention and Recruitment Funding

- State Apprenticeship Expansion Formula subgrant to DEED \$1,128.2
  - Sub granted from partnership with DOLWD
  - Grants to Universities for tuition and program development costs
  - Grants to districts to support mentor incentive stipends and travel for mentor training
  - Reimbursable Service Agreement (RSA) to Alaska State Mentor Project (ASMP) for mentor training and direct mentor support
  - Contract with National Center for Grow Your Own (NCGYO) for technical assistance and support to DEED, districts, and University Partners on Apprenticeship implementation

# Teacher Retention and Recruitment Funding

- Title IIA Funds \$350.0
  - Apprentice Tuition
  - Apprenticeship mentor training and stipends
  - Principal apprenticeship development contract Peak Alaska Consulting
  - Teacher Exit and Stay Survey and teacher turnover data updates

# Teacher Retention and Recruitment Initiative

*Regional Educational Laboratory Northwest (REL Northwest)*

## Federal grant to WestEd to support Northwest states

- Provides research-based technical assistance to support teacher retention and recruitment efforts, with an emphasis on improving working conditions in rural and remote districts
- Partner with the DEED and districts to examine current recruitment and retention strategies and align them with evidence-based practices
- Support data-informed decision making by identifying relevant measures and helping districts use existing data to assess educator workforce challenges and progress

# Teacher Retention and Recruitment Initiative

*Northwest Comprehensive Center (NWCC)*

Federal grant to Education Northwest (EDNW) to support Northwest states

- Support statewide implementation of Alaska's Teacher Retention and Recruitment (TRR) Playbook by helping districts translate state strategies into local action
- Develop a suite of state-supported tools that districts can use for local needs assessment, planning, and continuous improvement related to educator recruitment and retention
- Provide guidance, facilitation, and technical assistance to help districts assess workforce challenges, identify priority strategies, and align efforts to the TRR Playbook
- Convene and support a TRR Implementation Team in partnership with DEED to coordinate communication, alignment, and shared learning

# Apprenticeship Program

## *Key Actors*

### **Sponsors**

Alaska Pacific University (APU)  
Arctic Slope Regional Corporation (ASRC)  
Bering Strait School District (BSSD)  
Bristol Bay Regional Career and Technical Education (BBRCTE)  
Department of Education and Early Development (DEED)  
Rural Alaska Community Action Program (RurAL CAP)  
Sealaska Heritage Institute (SHI)  
Southeast Childhood Collective (Formerly AEYC-SEA)

### **Related Technical Instruction Providers**

#### ***College/University***

Alaska Pacific University (APU)  
Chadron State College (CSC)  
University of Alaska Anchorage (UAA) – Kodiak College (KC)  
University of Alaska Fairbanks (UAF)  
University of Alaska Southeast (UAS)

### **Employers**

#### ***Districts***

20 School Districts  
80+ Apprentices Spring Semester

**US Department of Labor (DOL)  
Apprenticeship Office**

# Teacher Retention and Recruitment Highlights

## Grow-Your-Own Pathways

Established the Teacher Registered Apprenticeship Pathway (T-RAP) and Principal Registered Apprenticeship Pathway (P-RAP) to expand CTE-aligned, earn-while-you-learn routes into the profession and grow Alaska's homegrown educator workforce.

## Educators Rising Expansion

Increased participation in Educators Rising from 96 students in 2017–2018 to 189 students in 2024–2025, supporting district-based programs that introduce high school students to education careers and align with university teacher preparation pathways.

## Teacher Retention and Recruitment Initiative

Launched by the Governor of Alaska in 2020 to strengthen the state's educator workforce, the TRR Action Plan (2021) and Playbook (2023) outline coordinated strategies across stakeholder groups, supported by ongoing statewide outreach and engagement.

## Certification Modernization

Modernized Alaska's electronic teacher certification system, reducing processing times and enhancing customer service for educators and districts through streamlined online workflows and transparent application tracking.

## Regulatory Alignment and SBOE Action

Since 2017, the State Board of Education has approved 31 regulation changes that expanded alternative certification routes, established new certificates and endorsements, aligned teacher assessments and reciprocity provisions, and streamlined certification processes to strengthen Alaska's educator workforce.

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# Stay Connected

## Find us online:

- Our website: [education.alaska.gov](http://education.alaska.gov)
- Facebook and Twitter: @AlaskaDEED

## Give us a call:

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