



Alaska's University for Alaska's Schools

Teacher Preparation, Recruitment and Retention Initiatives at the University of Alaska

Dr. Steve Atwater
Executive Dean, Alaska College of Education

Joint House & Senate Education Committees

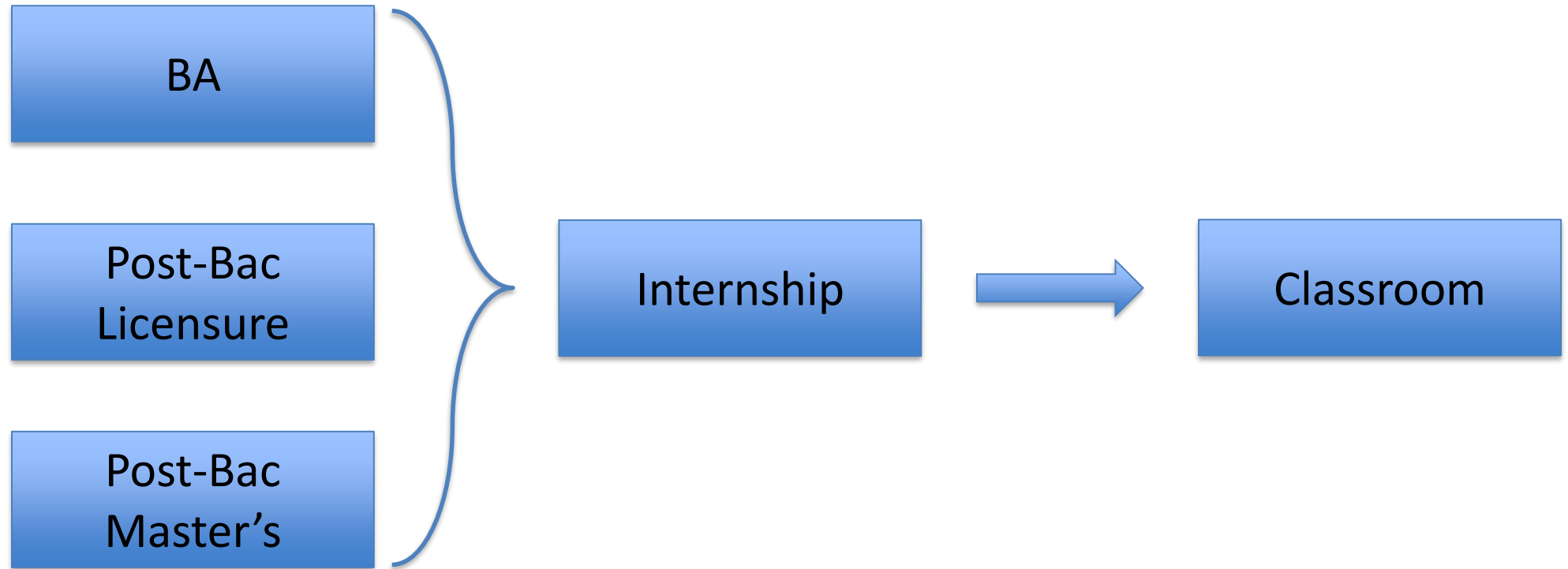
May 6, 2019

Today's Presentation

- Summary of UA Teacher Preparation
- UA's work meeting state's need for more teachers
 - Alaska College of Education
 - Recruitment
 - Preparation
 - Retention
- Program Specifics
- Looking Ahead



UA Paths to Becoming a Teacher



UA offered 19 programs leading to an initial teaching license in 2018-2019

Number of Awards by Initial Teacher Programs

	2013	2014	2015	2016	2017	2018
UA	233	263	235	210	248	278
UAA	104	113	94	94	91	103
UAF	53	68	67	35	56	58
UAS	76	82	74	81	101	117

Note: not all graduates choose to teach following completion of their program

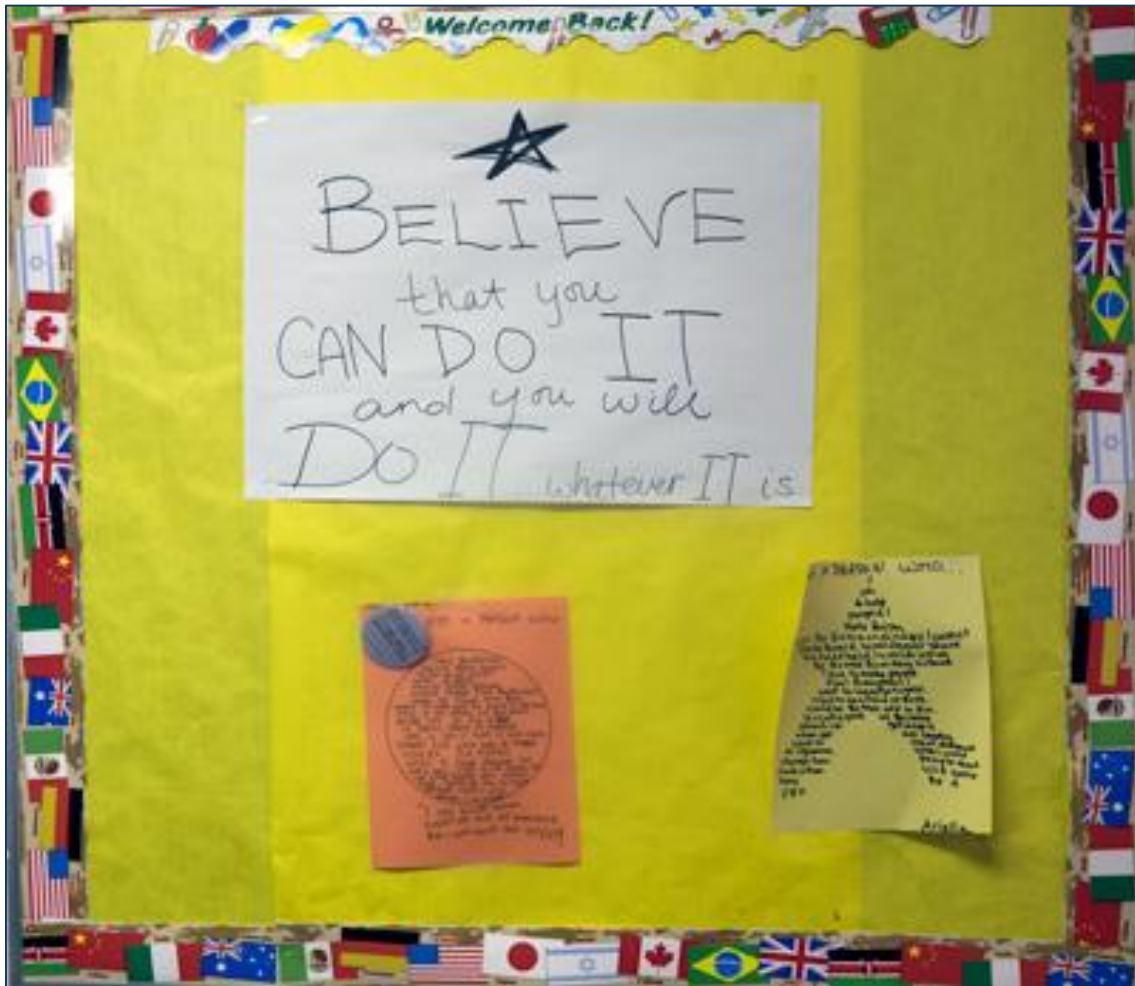


UA Prepared Teachers and Meeting Alaska's Teaching Needs

	2013	2014	2015	2016	2017
UA Alums as Percent of New Hires	34%	34%	42%	41%	35%

	2016	2017	2018
UA Alums as Percent of Alaska's Employed Teachers	40%	41%	42%

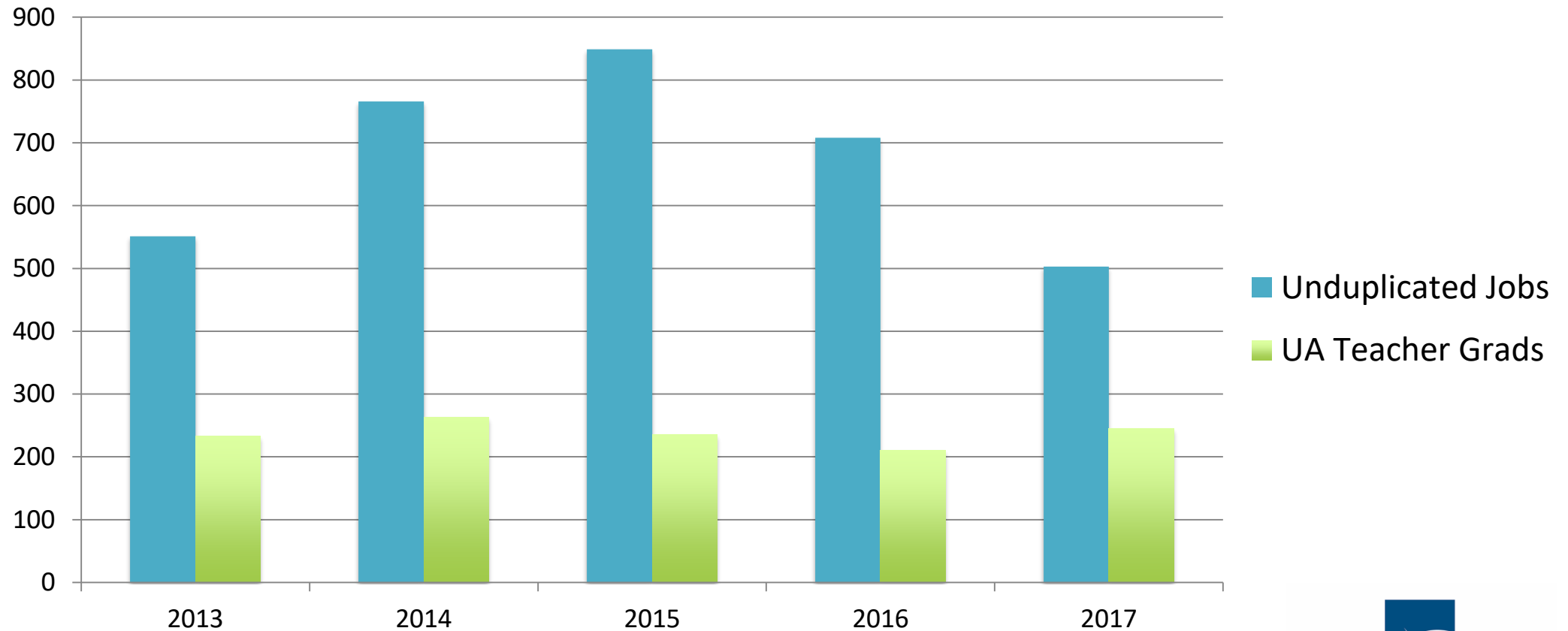




*UA-prepared
teachers stay in
teaching profession
in Alaska longer than
teachers prepared
out-of-state*

The Challenge:

Increasing the Number of UA Prepared Teachers





More than 100 unfilled teaching vacancies in Alaska at the start of current school year

Teacher Shortage: What We Know

- Fewer people are entering the teaching profession in the U.S.
- 3.3 million teachers in the United States *(2015)*
- 343,955 new to the system *(2015)*
- 531,340 left profession at end of year *(2016)*
- What level of turnover is acceptable?

UA's Plan to Meet this Challenge

- Alaska College of Education
- Increased level of recruitment
- Improved teacher preparation programs
- Supporting teacher retention

Alaska College of Education

The University of Alaska responded to the need for more teachers by creating the Alaska College of Education in 2018 to coordinate UA system level activity tied to teacher preparation.

Why Make the Change?

- Each of the UA education units is small with limited capacity to do a lot more. A coordinated approach will yield improved programs for students.
- Previous efforts to align and coordinate UA education programs did not result in a lot of change.
- AKCOE will increase student success by tightening the K-12 and UA alignment.



What Changed?

UAA School of Education

UAF School of Education

UAS Alaska College of Education

Alaska College of Education: UA Teacher Education Council

Executive Dean

UAS Education Unit

Leadership & Coordination of UA Education Activity

What Does the Alaska College of Education Do?

- Prepares teachers and graduate students in education
- Coordinates UA Education budget activity
- Leads UA Education data management and analysis
- Leads recruiting for UA Education programs
- UA point of contact for:
 - Department of Education & Early Development
 - K-12 Relations with education programs and Associations
 - K-12 Policy
 - Board of Regents

Recruitment to UA for Teaching Preparation Programs

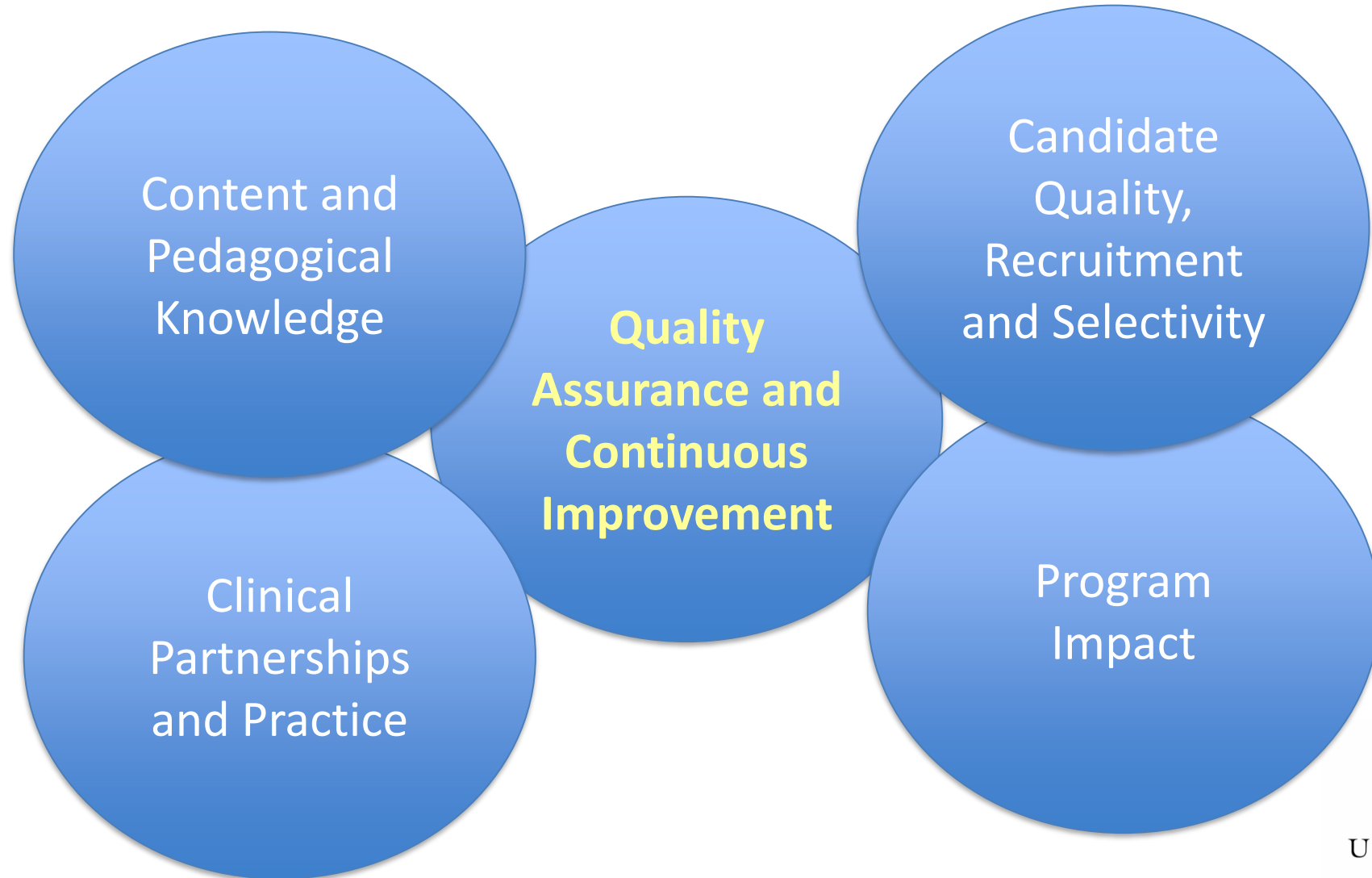
- Educators Rising
- UA Recruiter
- K-12 Partnerships
- Paraprofessionals
- Outreach to non-traditional students
- Raise the social esteem of teaching profession

UA Prepared Teachers

- Increased emphasis on using the local context to drive culturally responsive instruction
- Improved relationships with K-12 to help drive improvement efforts
- Coordination and collaboration among the UA programs
- Improved internship experience through tighter, more supportive relationship with mentor teachers

CAEP Accreditation

Based on Quality Assurance



How do we know that UA prepared teachers are effective?

- Feedback from K-12 to UA EPPs is positive
- CAEP Standard 4.1- Impact on P-12 student learning and development
- Annual survey of Principals- questions on effectiveness of newly prepared (*UA*) teachers- shows good preparation
- Anecdotes-qualitative hiring information

Retention Comes before Recruitment

District	% of teachers not tenured
Lower Yukon	60
Northwest Arctic	50
Lower Kuskokwim	42
Kenai	25
Anchorage	21

UA's Support for Retaining K-12 Teachers

- Retaining teachers is a must – cost of hiring and training new teachers is high
- UA supports the Alaska Statewide Mentoring Project – working with 158 early career teachers in 21 districts
- UA supports professional development for teachers



Preparing Teachers to Work with Struggling Readers

- UA pre-service teachers are taught how to assess readers to determine the source of specific struggles and to respond instructionally
- UA pre-service teachers take special education courses that address specific learning challenges (*e.g., dyslexia*)
- UA pre-service teachers are taught strategies for supporting struggling readers, based on assessments
- UA education reading courses have been analyzed and augmented as result of House Bill 64 (*CH. 52 SLA 2018*) and conversations with stakeholders about the increasing needs in the State



UA Responding to Stakeholder Input on Reading

- The UA teacher education programs pursue data-driven continuous improvement that includes substantive stakeholder input about the needs of Alaska's children.
- In the area of reading instruction, education faculty from UAA, UAF, and UAS are working in collaboration to strengthen literacy and special education courses in response to the needs of Alaska's children, stakeholder input and Alaska State Legislative action such as HB 64: *Legislative Task Force on Reading Proficiency & Dyslexia*



Trauma Informed Instruction

- By age 6, 27% of Alaska's children have experienced at least two adverse childhood experiences.
- Teachers report that it is now more common to have multiple children in a class who are demonstrating effects of ACEs
- UA's Teacher Prep Programs include an understanding of ACEs and stress that the basis of working with children affected by ACEs is the teacher's relationship with the child.
- UA's pre-service teachers are taught to build respectful relationships with children throughout their program
- It is common for K-12 to approach trauma informed instruction through a district or whole school approach. Hired teachers are then trained in the adopted approach or program



UA Teacher Prep Going Forward

- UA Board of Regents voted on April 8 to discontinue the 7 UAA initial licensure programs. UAF and UAS are now the 2 UA units to offer initial licensure programs
- UAF and UAS are responsible for offering these programs to Anchorage area students
- UAA will maintain its advanced programs
- Alaska College of Education is charged with coordinating the transition that will be on-going for the next two years

Thank You! Questions?

