

**Alaska Educator
Retention &
Recruitment Center**

Vacancy to Vitality

*Rebuilding Alaska's Educator
Workforce Through Innovation
and Global Recruitment*

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ALASKA COUNCIL



OF SCHOOL ADMINISTRATORS



Timeline for TRR Playbook

- In 2020 the Governor's Working Group on Teacher Retention and Recruitment began a 4-year process, resulting in recommendations in the TRR Playbook.
- In 2023 recommendations from the playbook identified the need for a Teacher Recruitment & Retention office or effort.
- In 2024 DEED sought to establish a backbone organization to serve as the central entity for facilitating the implementation of these strategies and recommendations.

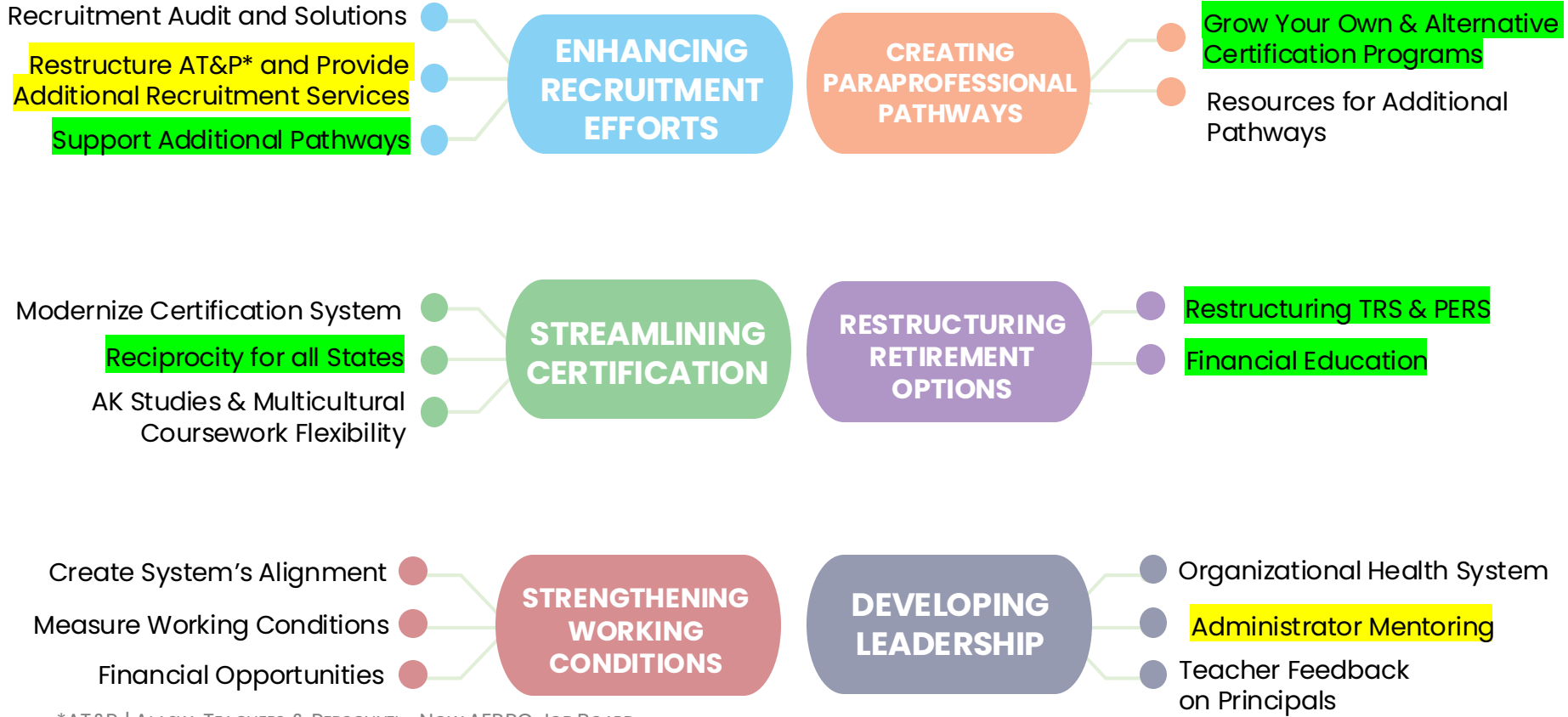
Becoming Alaska's Hub for Retention and Recruitment

- The Legislature prioritized funding for recruitment and retention work.
- In August 2024, ACSA was awarded 3-year contact from DEED to become the Hub for Alaska to implement the TRR Playbook developed by the Governor's Task Force
- ACSA established the Alaska Educator Retention Recruitment Center (AERRC) to implement recommendations and build on proven work in educator pipeline development with New and Incoming Superintendents, Alaska School Leadership Academy (ASLA) and Aspiring programs.





TRR Action Plan Recommendations

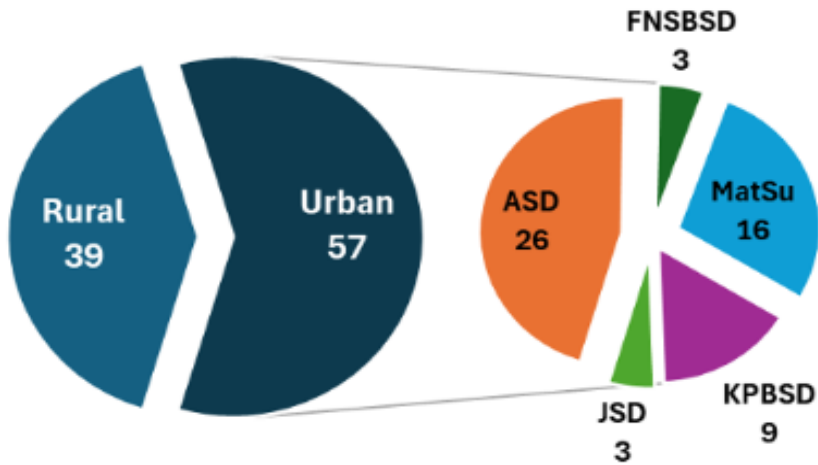


*AT&P | ALASKA TEACHERS & PERSONNEL- NOW AERRC JOB BOARD
 **DEED 2025

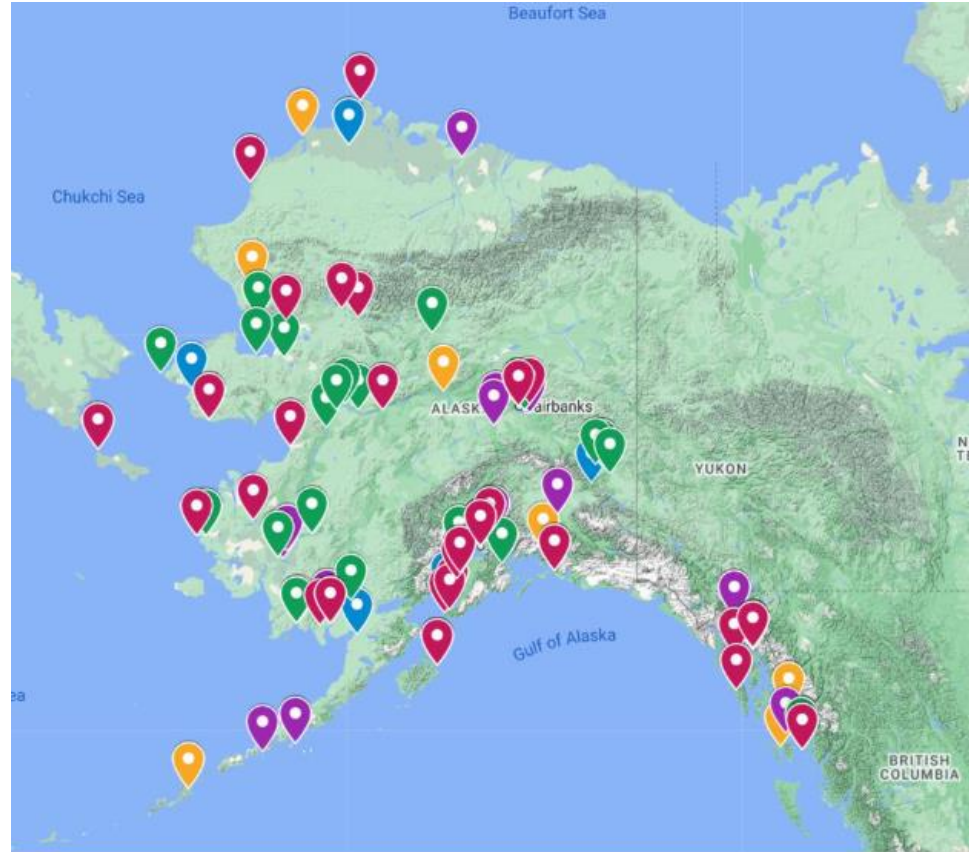
Completed/Ongoing by AERRC In Progress by AERRC

Supporting Early Career Principals

In 2024-25, 60% of ASLA participants were from urban school districts, and 40% are principals from rural school districts.



ASLA participants in 2025 included 35 principals from Cohort 6 and 61 principals from Cohort 7. Cohorts 6 & 7 each include 8 APs.



Scan QR Code for
2025 ASLA Annual
Report

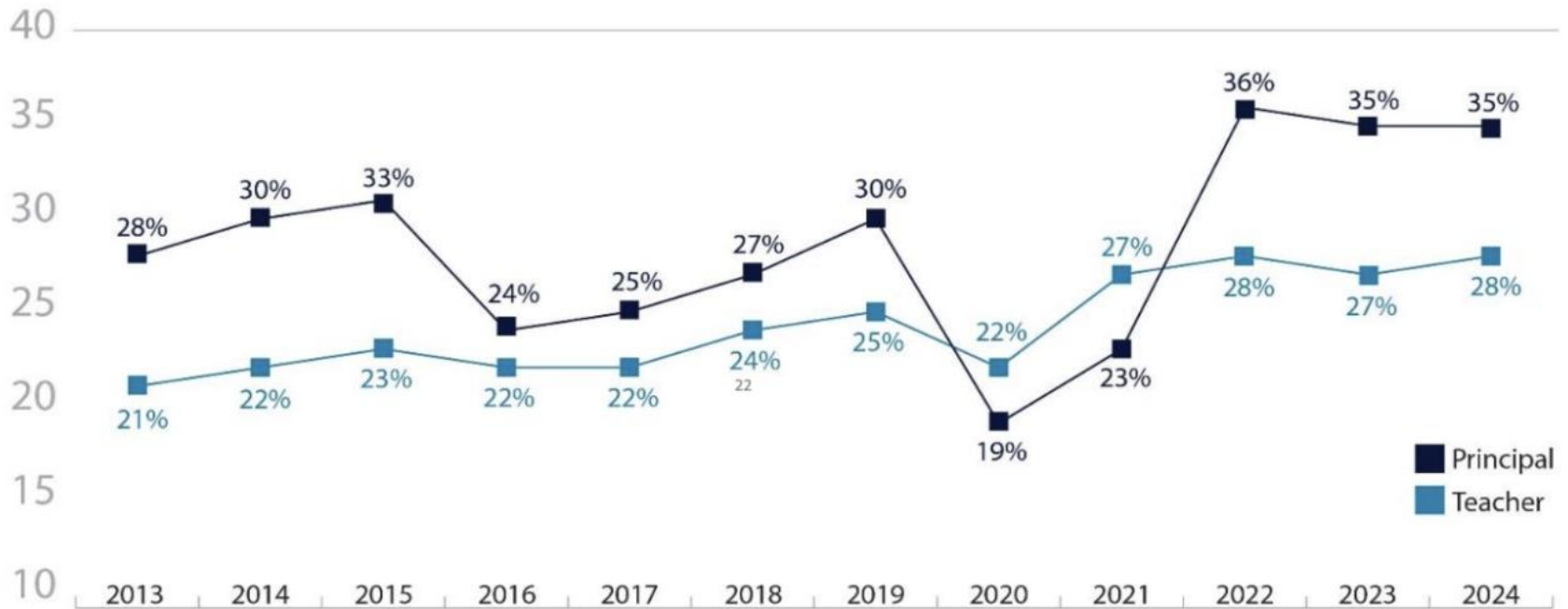
Sudden Cuts to Funding

- May 2025, AERRC contract was cut by DEED
 - AERRC Year 2 contract \$350,000 allocation
- June 2025, funding for AT&P vetoed
 - FY 26 allocation - \$60,000
- July 2025, ASLA contract was cut by DEED
 - FY 26 allocation for ASLA - \$337,590



The Reality: Alaska's Vacancy Challenge

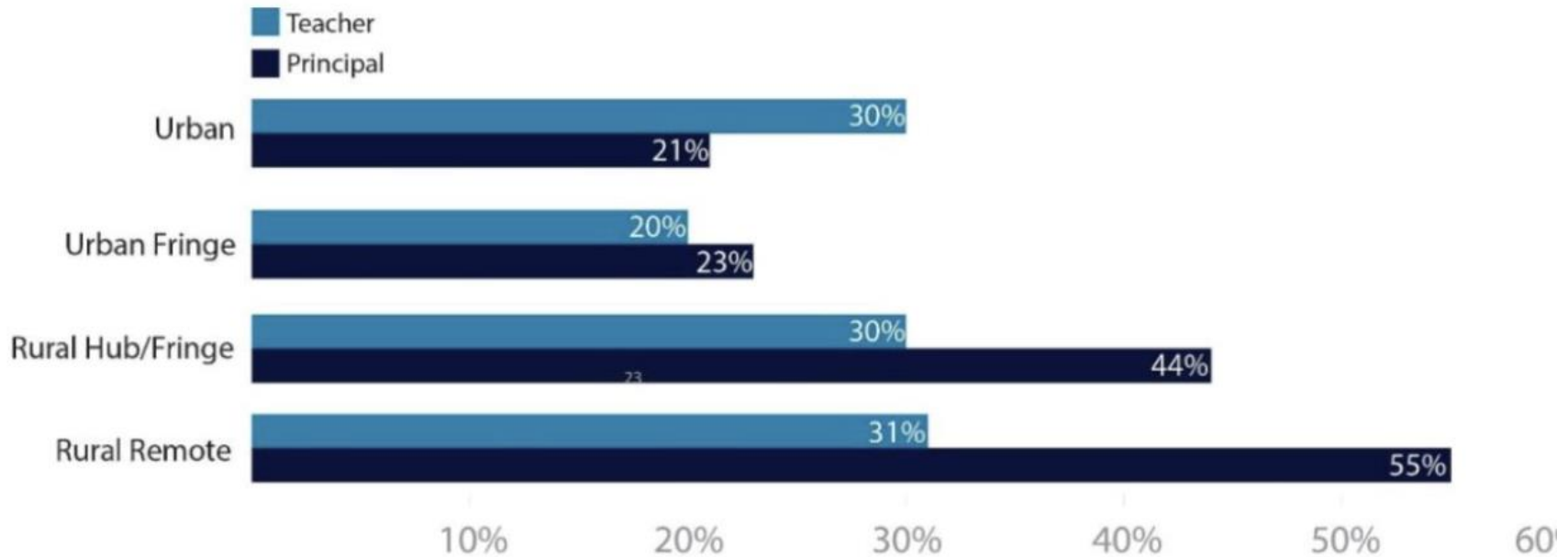
Trends in Teacher and Principal Turnover | 2013-2024



Source: *Teacher & Principal Turnover in Alaska*, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

The Reality: Alaska's Vacancy Challenge

Teacher and Principal Turnover by School Locale | 2024



Source: *Teacher & Principal Turnover in Alaska*, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

The Turning Point: Creating AERRC

- Centralized statewide recruitment system
 - Modern tools and recruitment infrastructure
- Strategic support for school districts
 - Marketing
 - Website
 - Job Board
 - Job Fairs
- Shift from passive hiring to active recruitment/retention strategies
 - International Screening and Hiring Support
 - New Hire Support
 - Advocacy-including policy changes needed
 - Partnerships to support TRR (e.g. DOL)
 - Advertising (recruiting)



AERRC Job Board



2nd Grade Teacher

St Mary's School District

Feb 26, 2026



Elementary Special Education Teacher

Craig City School District

Feb 26, 2026



Secondary Science/Math Teacher in New Stuyahok, AK

Southwest Region School District

Feb 25, 2026



School Secretary Middle School

Anchorage School District Anchorage, AK, USA

Feb 25, 2026



2nd Grade Teacher

St Mary's School District

Apply Now



\$60,000 - \$88,327 yearly Feb 26, 2026

ELEMENTARY TEACHER

FULL TIME

POSITION DESCRIPTION

Saint Mary's City School District is a vibrant and dynamic educational community committed to providing high-quality learning experiences for all students. Located in beautiful rural Alaska, our district offers a unique opportunity to make a difference while living in a stunning, close-knit community.

We are seeking a dedicated and innovative Elementary Teacher to join our team. The ideal candidate will inspire students to achieve their academic potential while preparing them for success in secondary school, college, careers, and life. This position involves teaching elementary students through hands on project-based instruction tied to the Yup'ik culture.



795 Open Positions Today
345 First Day Teacher Vacancies

ALASKA COUNCIL



OF SCHOOL ADMINISTRATORS

Changing Alaska's Narrative



Sharing authentic educator experiences



Highlighting purpose and impact



Connecting educators with community

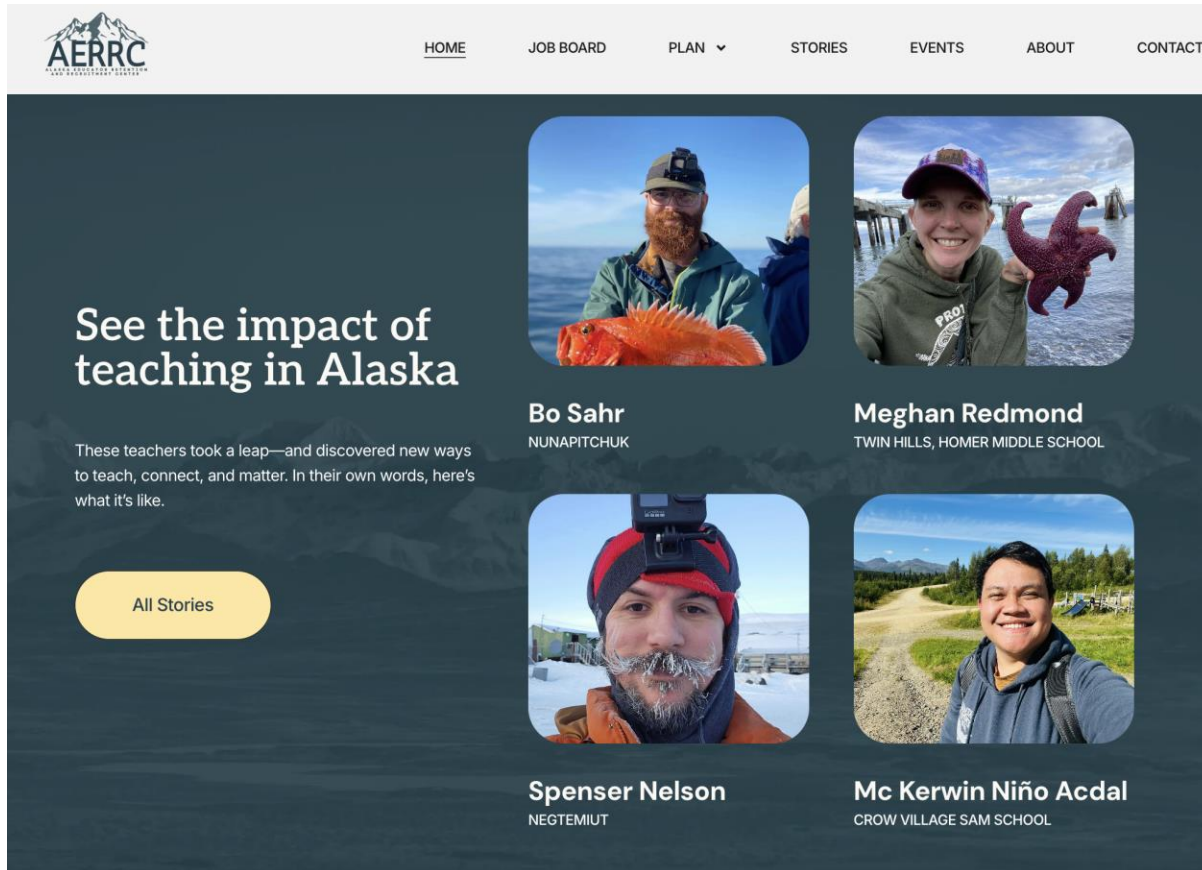


Making Alaska visible nationally

*Montana, Michigan, Maine, Washington, Oregon,
South Dakota, North Dakota, Wisconsin*



Innovation: Recruitment Became Marketing



- Modern educator job board
- Professional recruitment campaigns
- Story-driven outreach
- Promoting purpose, community, and impact

aerrc.org



Virtual Job Fairs



EDUCATOR JOB FAIR

Welcome! Select a Booth to continue or use the search feature below...

JOB CATEGORY

JOB TITLE

JOB TYPE

CITY

SALARY



Kake City School District

(1 jobs / 1 positions)



Bering Strait School District

(11 jobs / 13 positions)



North Slope Borough School
District

(3 jobs / 16 positions)



Southwest Region Schools

(1 jobs / 1 positions)



Fairbanks North Star Borough
School District


(14 jobs / 20 positions)



Lower Yukon School District

(3 jobs / 6 positions)


Growing Alaska Pipeline in Partnership with the University of Alaska





Alaska Educator Retention & Recruitment Center


JOB FAIR-UA EDUCATION STUDENTS ONLY


Come and meet superintendents and HR directors from around Alaska and hear about what districts are looking for and job opportunities.




 **Monday**
March 16, 2026


 **Time**
4:00-5:30 PM

 **ZOOM**

 **4:00-4:45**
Presentation by Alaska School Districts

4:45-5:30
Schedule a 15 minute one on one with a hiring manager as a “screening/practice” interview.

 **SCAN ME**

 aerrcsupport@alaskaacsa.org

Going Global: International Recruitment

2025 Visa Data for Alaska Educators



Supporting New to Alaska Teachers

HOW TO CREATE A CLASSROOM THAT WORKS

Fall Professional Development for New to Alaska Educators



Set up your classroom for success! Join us for a series of professional learning opportunities with Safe and Civil Schools to explore classroom management strategies that encourage student success. Educators are invited to attend one or all activities.

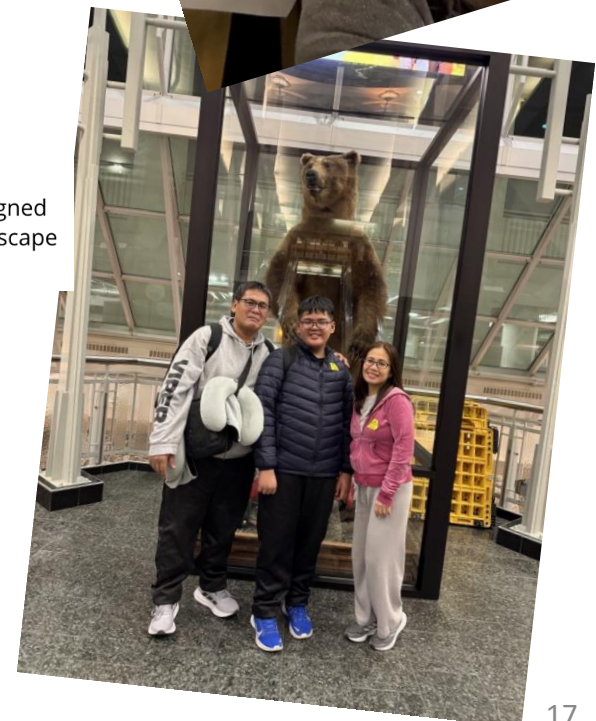
LEND-A-Hand Club for International SPED Educators

Join Our Special Education Professional Learning Community

Peer-to-Peer Support to Thrive in Alaska

Are you an internationally-recruited special education teacher teaching in Alaska?

You're not alone in this journey. Join the Lend-A-Hand Club, a professional learning community specifically designed for educators like you—those who bring incredible experience from abroad and are navigating the unique landscape of Alaska's special education system.



- Pre arrival support
- Onboarding support on arrival
- Ongoing support and PD throughout each teacher's time in Alaska

AERRC: Doing what it takes to move from Vacancy to Vitality

We want what all Alaskans want:

- Filled classrooms
- Supported students
- Stronger schools
- Quality educators
- Thriving communities
- A sustainable educator workforce





Thank you! Questions?

Contact:

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