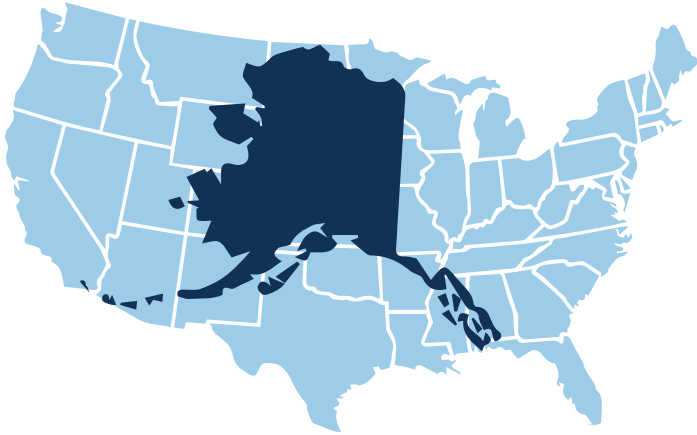




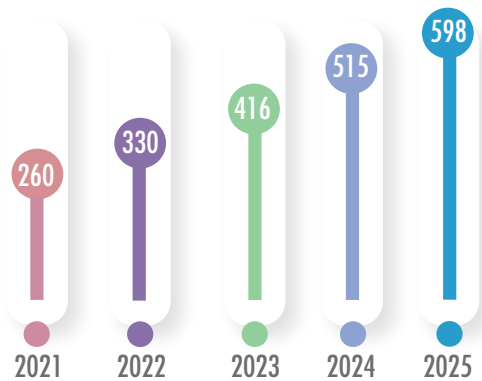
ROOTED IN COMMUNITY

DESIGNING A CULTURALLY COMPETENT AK TEACHER APPRENTICESHIP PROGRAM

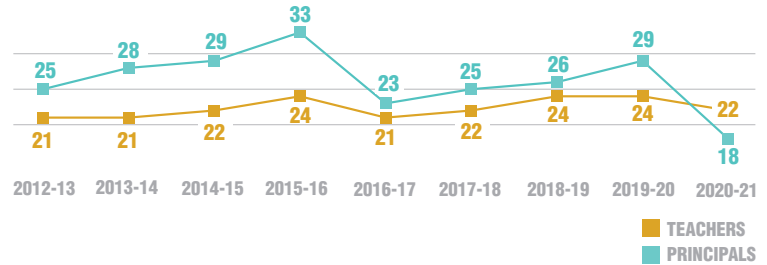
VAST DISTANCES, SMALL POPULATIONS THE ALASKAN EDUCATION CONTEXT



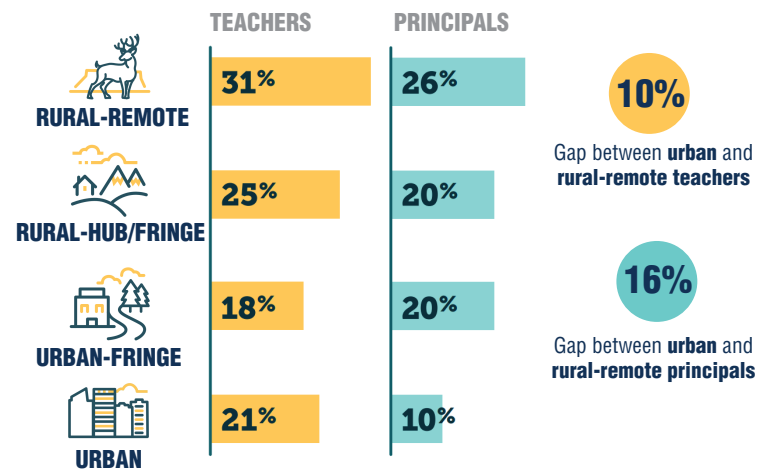
ALASKA FIRST DAY CERTIFIED POSITION VACANCY RATES



EDUCATOR TURNOVER RATES IN ALASKA ANNUAL TURNOVER RATES (PERCENT)



ACUTE NEGATIVE IMPACT TO RURAL AREAS 2020-21 ANNUAL TURNOVER RATES



Produced by Regional Laboratory Education Northwest: <https://ies.ed.gov/ncee/edlabs/regions/northwest/pdf/ak-educator-retention-infographic-update.pdf>

TEACHER RETENTION & RECRUITMENT (TRR) TIMELINE

Alaska Education Challenge

State Board of Education (SBOE) established TRR strategic priority.

SEPTEMBER 2016



APRIL 2020



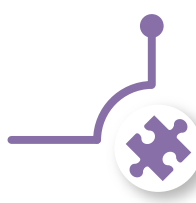
TRR Work Group

Governor of Alaska created a TRR working group of established stakeholders from across the state.

TRR Action Plan Roll Out

TRR Action Plan provides 18 recommendations across 6 essential areas.

APRIL 2021



AUGUST 2023



TRR Playbook

TRR Playbook refines to 16 recommendations with implementation strategies defined by stakeholder group.

Implementation

Implement TRR recommendations to create alignment across the system.

CURRENT PHASE





ROOTED IN COMMUNITY

DESIGNING A CULTURALLY COMPETENT AK TEACHER APPRENTICESHIP PROGRAM

PHASE 1

DEVELOPMENT OF
FRAMEWORK

2024

- Contracted with National Center for Grow Your Own (NCGYO)
- Convened stakeholder groups to provide feedback
- Developed subcommittee stakeholder groups:
 - Advanced Standing
 - Cultural Competencies
 - Mentorship
- Identified Educator Preparation Programs (EPPs) and related instruction models
- Identified mentorship partners
- Applied for and received US Department of Labor State Apprenticeship Expansion Formula (SAEF) Grant

DEVELOPMENT OF FRAMEWORK APPROACH



Comprehensive Stakeholder Involvement



Partnered with Existing/Emerging Sponsors



Built on Existing Infrastructure



Prioritized Flexibility

CULTURAL COMPETENCE | WHY IT MATTERS



Alaska is home to 40% of the federally recognized tribes in the US.

Culturally relevant education fosters student engagement and strengthens community ties.

Negative impact of high teacher turnover on student achievement.

PHASE 2

TEACHER REGISTERED
APPRENTICESHIP PILOT

2025

- Conduct final stakeholder review
- Submit DEED application to USDOL
- Establish DEED position to support Registered Apprenticeship
- Develop mentorship model with AK State Mentorship Project (ASMP) & EPPs
- Continue support to EPPs for model development
- Develop principal registered apprentice framework
- Launch pilot T-RAPs in the spring semester
- Develop principal mentorship model with Alaska Council of School Administrators (ACSA) & EPPs

PHASE 3

ALASKA TEACHER REGISTERED
APPRENTICESHIP PATHWAY

2026/7

- Sponsor additional school districts requesting to start T-RAPs
- Transition financial support from SAEF grant funds to Work -force Innovation and Opportunity Act (WIOA) funds
- Launch pilot principal registered apprenticeship
- Develop Career & Technical Education (CTE) Aspiring Educators pre-apprenticeship