

# ALASKA'S TEACHER RETENTION & RECRUITMENT PLAYBOOK OVERVIEW



IMELINE

# AK ED Challenge\* SBOE\* established TRR strategic priority. TRR Action Plan Roll Out TRR Action Plan provides 18 recommendations across 6 essential areas. Implement TRR recommendations limplement TRR recommendations or create alignment across the system. APRIL 2020 APRIL 2021 CURRENT PHASE TRR Work Group TRR Playbook

#### STATE ADMINISTRATION • GOA\* • SBOE\* • DEED\* **DISTRICTS** School Boards **PARTNER** 330 **ORGANIZATIONS** District/Site Leadership Professional Organizations Educators Staff **AERRC** Unions Higher Ed. Institutions **ELECTED** Tribal Entities **OFFICIALS** 2022 2021 2023 2024 2025 **COMMUNITIES** • Local Leadership **AK FIRST DAY CERTIFIED** Tribal Leadership Parents **POSITION VACANCY RATES** Families Retirees

GOA\* created a TRR working group of

established stakeholders from across the state.

TRR Playbook refines to 16 recommendations with

implementation strategies defined by stakeholder group.

#### **RECOMMENDATIONS**

#### STRENGTHENING WORKING CONDITIONS

- CREATE SYSTEM'S ALIGNMENT
- MEASURE WORKING CONDITIONS
- FINANCIAL OPPORTUNITIES

# ENHANCING RECRUITMENT EFFORTS

- RECRUITMENT AUDIT + SOLUTIONS
- RESTRUCTURE ATP + PROVIDE ADDITIONAL RECRUITMENT SERVICES
- SUPPORT ADDITIONAL PATHWAYS

## STREAMLINING CERTIFICATION

- MODERNIZE CERTIFICATION SYSTEM
- RECIPROCITY FOR ALL STATES
  - AK STUDIES & MULTICULTURAL COURSEWORK FLEXIBILITY

### **DEVELOPING LEADERSHIP**

- ORGANIZATIONAL HEALTH SYSTEM
  - ADMINISTRATOR MENTORING
    - TEACHER FEEDBACK ON PRINCIPALS

Alignment across the system that supports local control to retain and recruit educators to provide an excellent education for every student every day.

# RESTRUCTURING RETIREMENT OPTIONS

- RESTRUCTURING TRS
   & PERS
- FINANCIAL EDUCATION

# CREATING PARAPROFESSIONAL PATHWAYS

- GROW YOUR OWN + ALT. CERT. PROGRAMS
- RESOURCES FOR ADDITIONAL PATHWAYS



https://aklearns.org/trr/