

# Teacher Retention and Recruitment Update

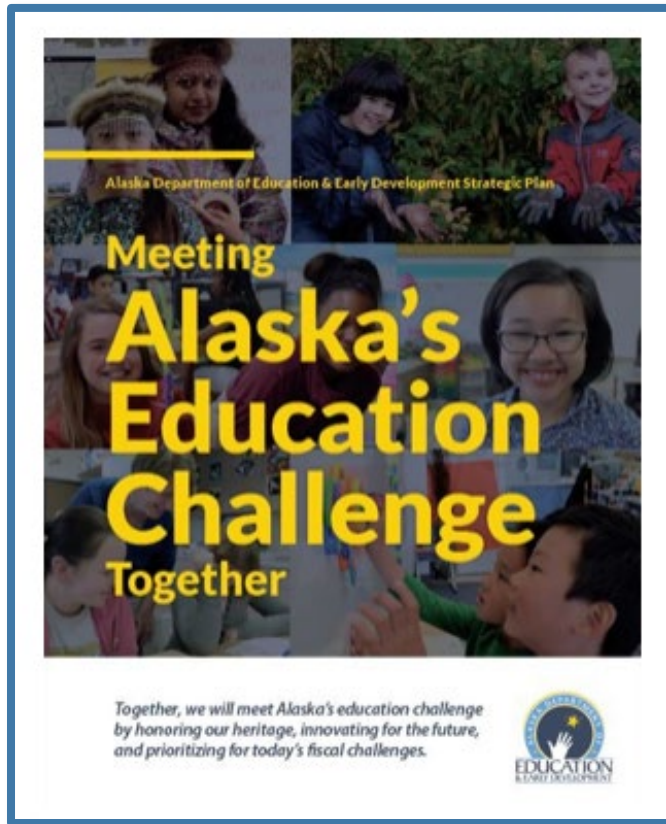
Kelly Manning, Deputy Director  
Division of Innovation and Education Excellence  
February 14, 2025



# Mission, Vision, and Purpose

Mission	Vision	Purpose
An excellent education for every student every day.	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. - Alaska Statute 14.03.015	DEED exists to provide <b>information, resources, and leadership</b> to support an excellent education for every student every day.

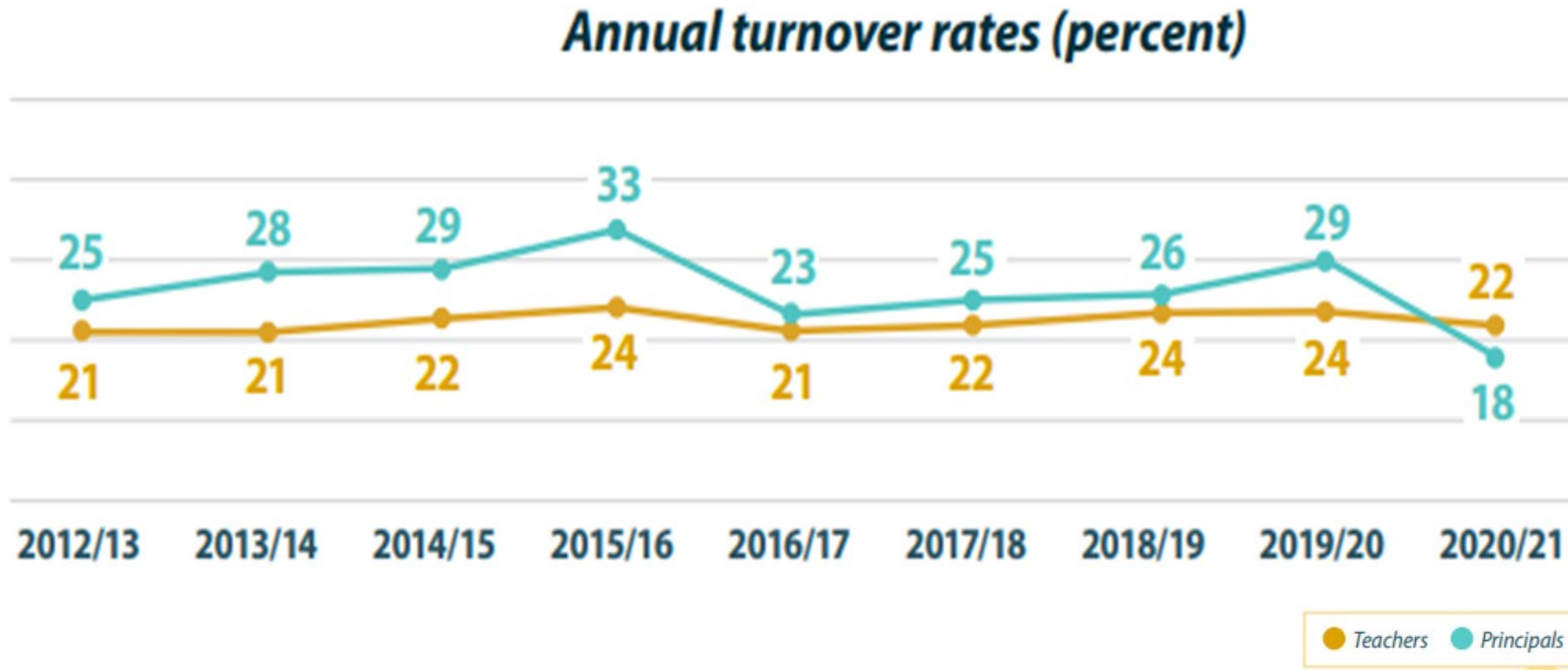
# Alaska's Education Challenge



## 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.

# REL Northwest: Educator Turnover Rates in Alaska



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

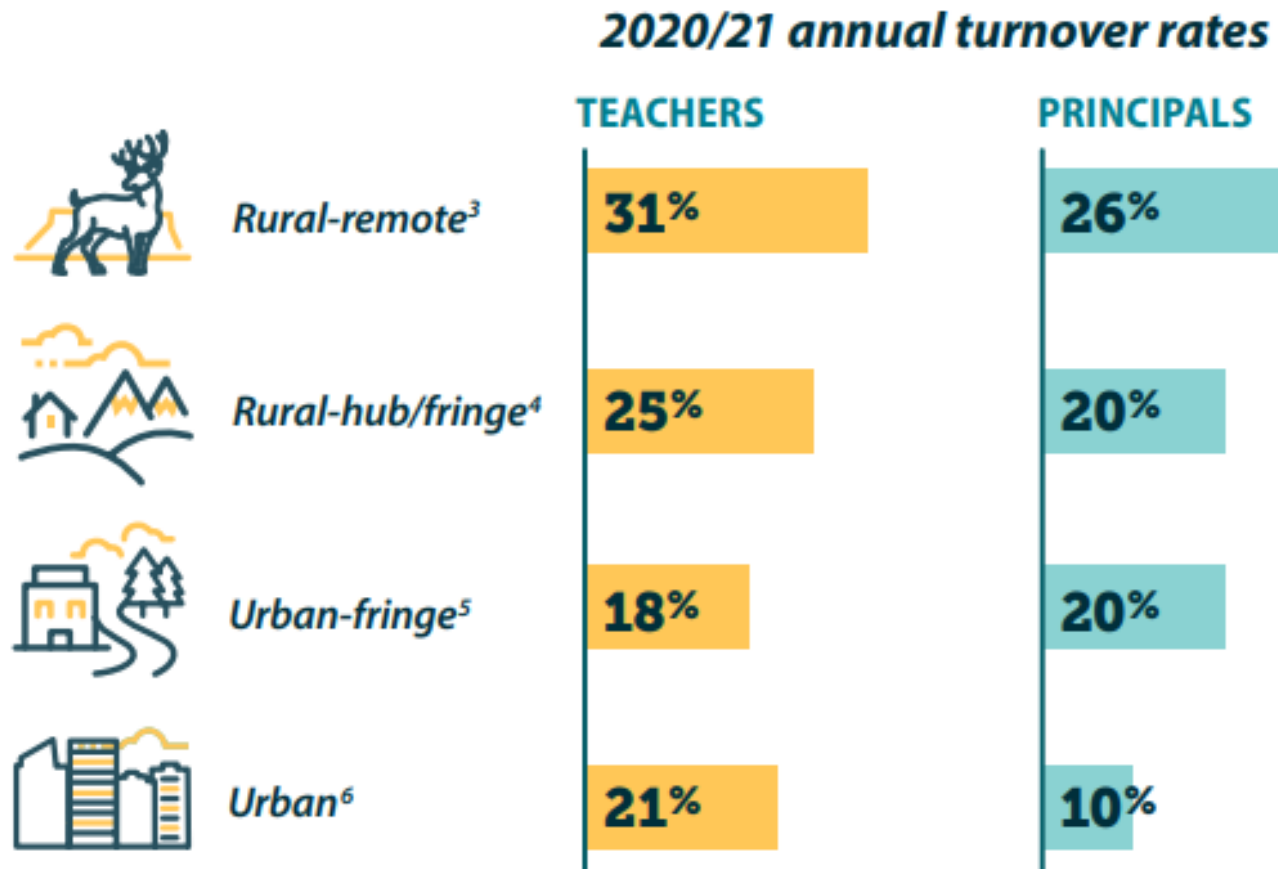
# REL Northwest: Acute Negative Impact to Rural Areas

**10%**

gap between **urban** and  
**rural-remote** teachers

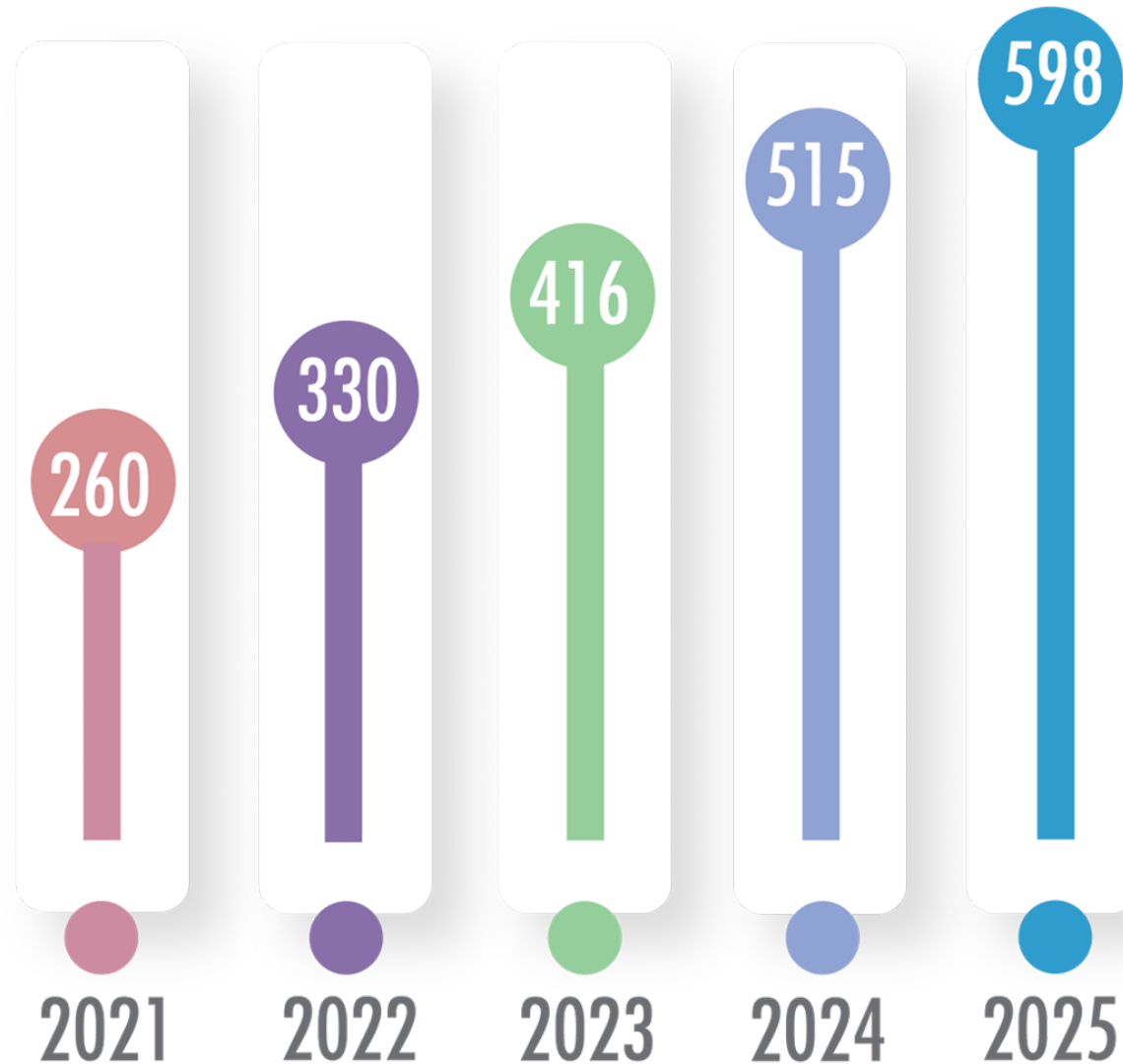
**16%**

gap between **urban** and  
**rural-remote** principals



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

# AK First Day Certified Position Vacancy Rates



# TRR Timeline

## AK ED Challenge

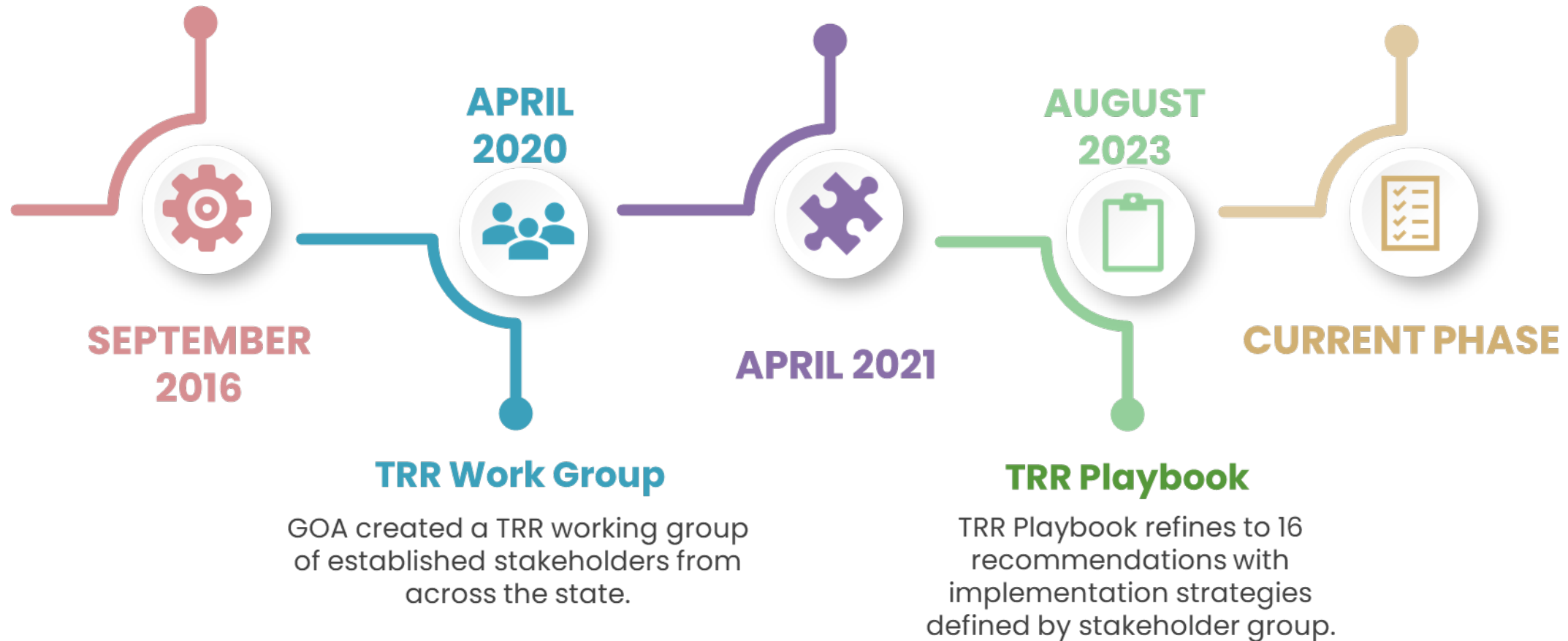
SBOE established TRR strategic priority.

## TRR Action Plan Roll Out

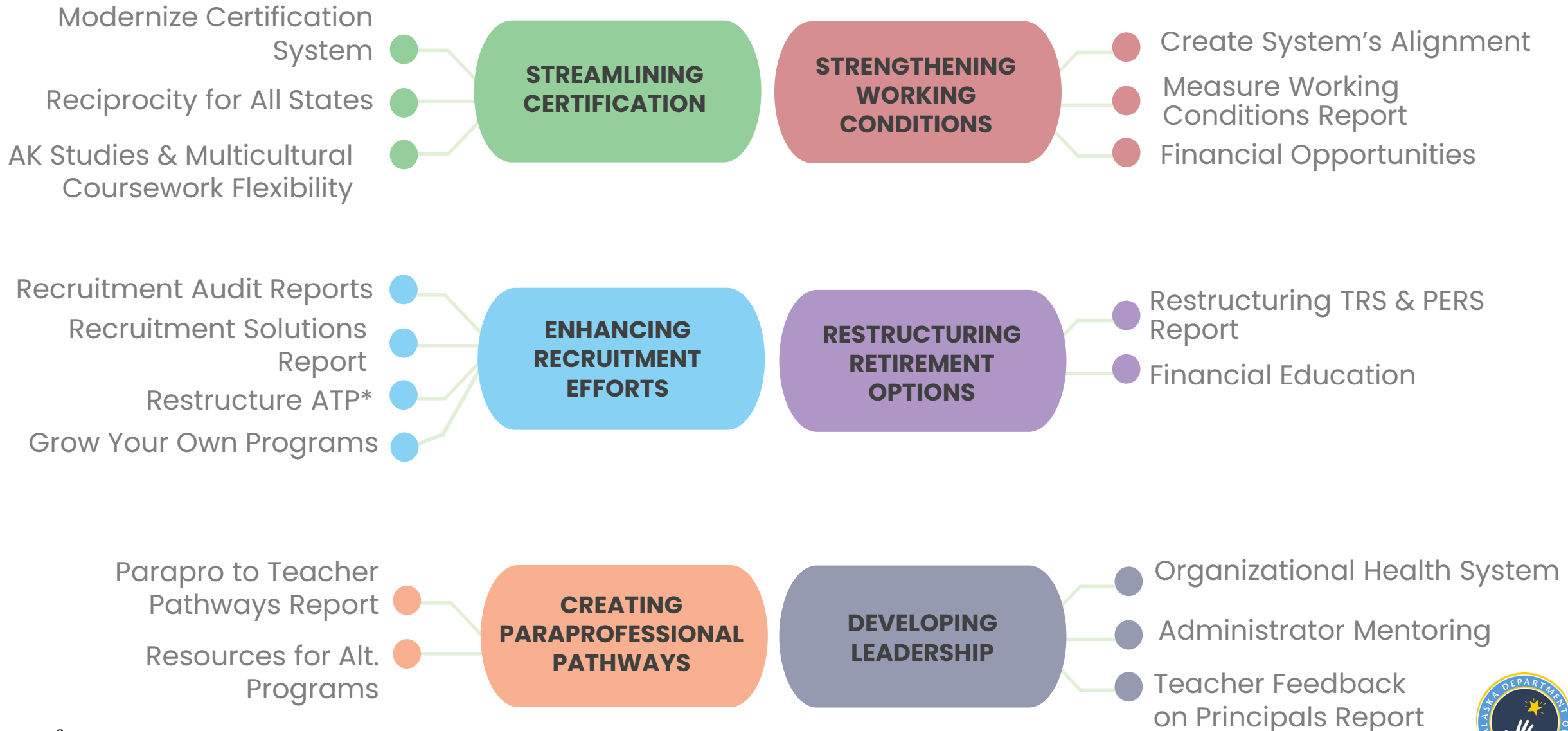
TRR Action Plan provides 18 recommendations across 6 essential areas.

## Implementation

Implement TRR recommendations to create alignment across the system.



# TRR Recommendations



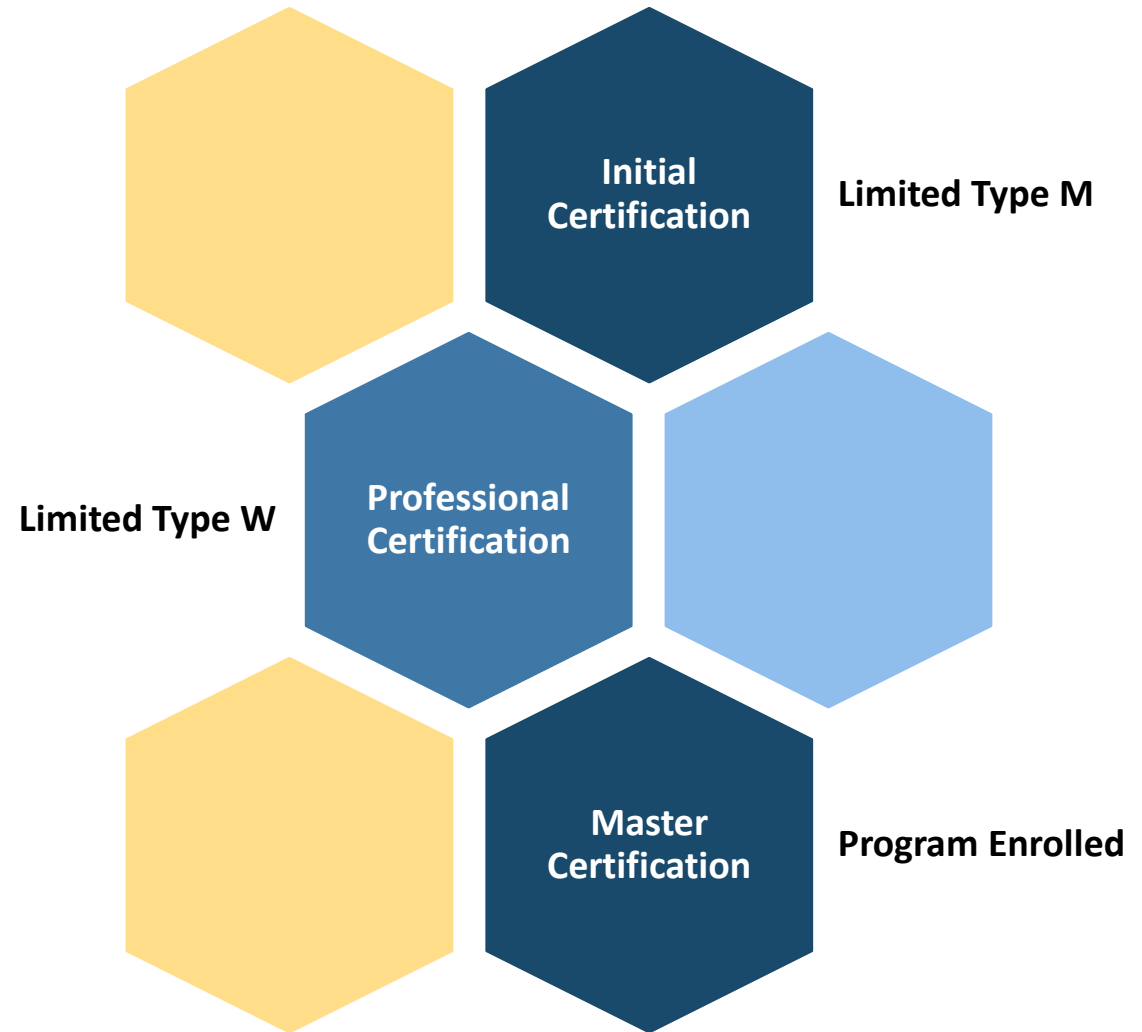


# Engagement and Partnerships

- Adams Analytics
- Alaska Department of Labor and Workforce Development (DOLWD)
- Alaska Council of School Administrators (ACSA)
- Alaska State Mentorship Project (ASMP)
- Alaska Pacific University (APU)
- Arctic Slope Community Foundation (ASCF)
- Bristol Bay Regional Career and Technical Education (BBRCTE)
- Institute of Social and Economic Research (ISER)
- Kodiak College
- National Center for Grow Your Own (NCGYO)
- School Districts - Statewide
- Sealaska Heritage Institute (SHI)
- United States Department of Labor (USDOL)
- University of Alaska Anchorage (UAA)
- University of Alaska Fairbanks (UAF)
- University of Alaska Southeast (UAS)

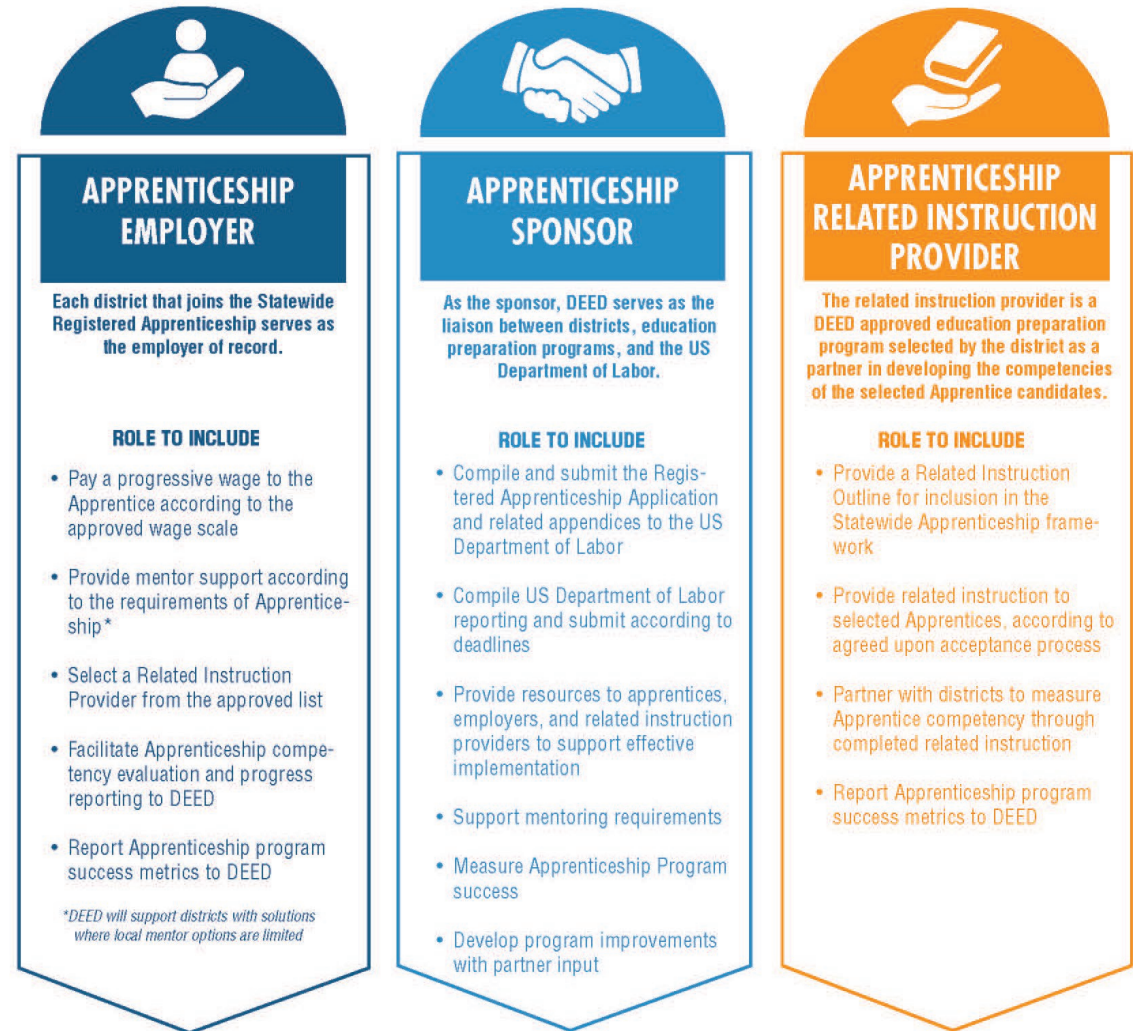
# Streamline Certification

- Pearson FLEX
- Updated Regulations
- New TEACH AK System
- Additional Support
  - Apprenticeship Coordinator (LTNP)
  - Education Specialist
- Streamlining Processes

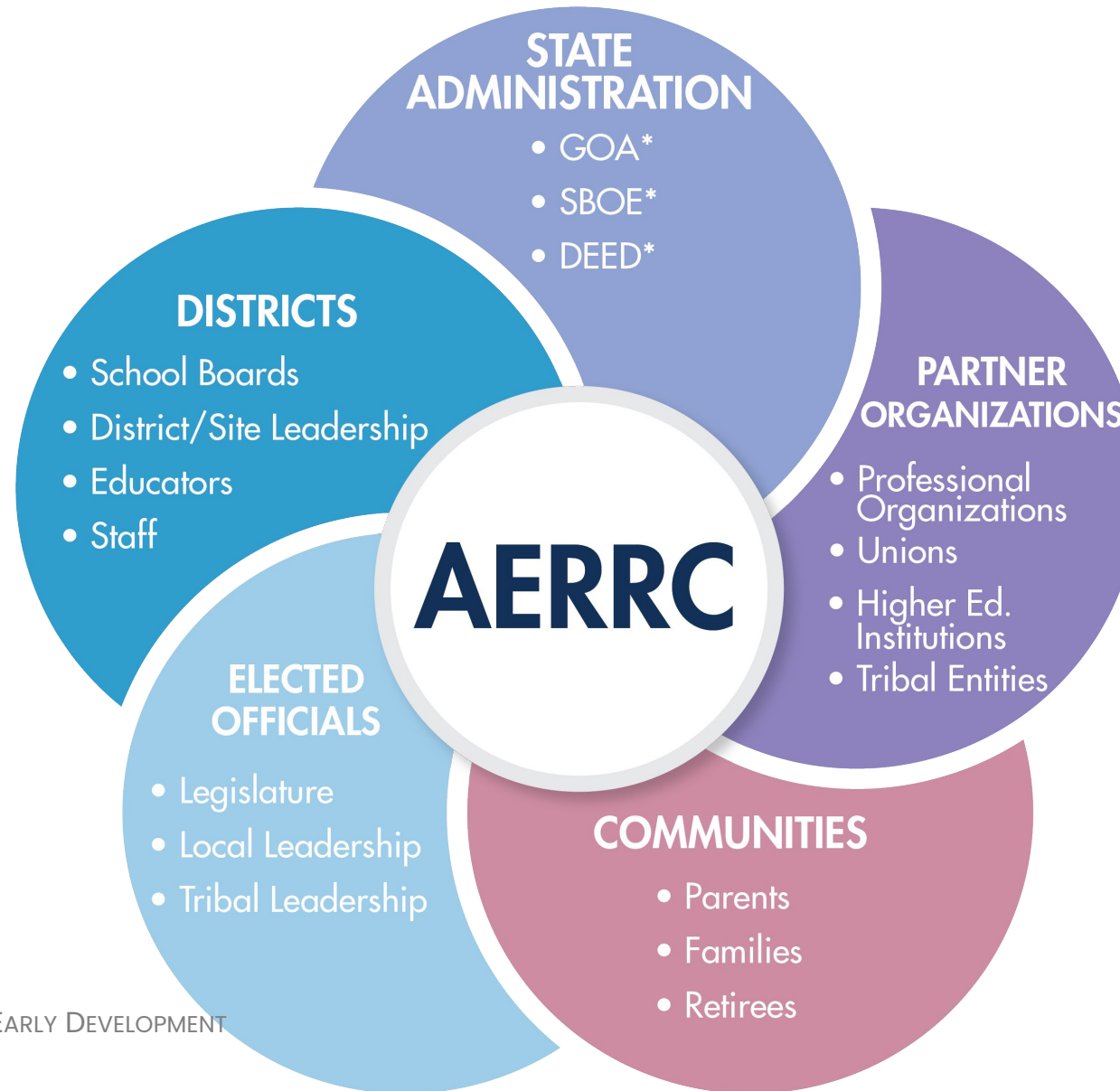


# Educator Registered Apprenticeship

- Stakeholder Engaged Framework Development
- US DOL Approved Sponsor
- State Apprenticeship Expansion Formula (SAEF) Grant Funded Pilot
  - Three University Partners
  - Three District Partners
- ASMP Mentorship Support
- Laying Foundation for Expansion



# Alaska Educator Retention and Recruitment Center



\*GOA GOVERNOR OF ALASKA

\*SBOE STATE BOARD OF EDUCATION

\*DEED DEPARTMENT OF EDUCATION & EARLY DEVELOPMENT

## Next Steps

- Apprenticeship Expansion
  - Principal Pathway
  - Special Education
  - Connection to HS programs
- Exit and Stay Survey (ISER)
  - Teacher
  - Leadership
- International Hiring Support



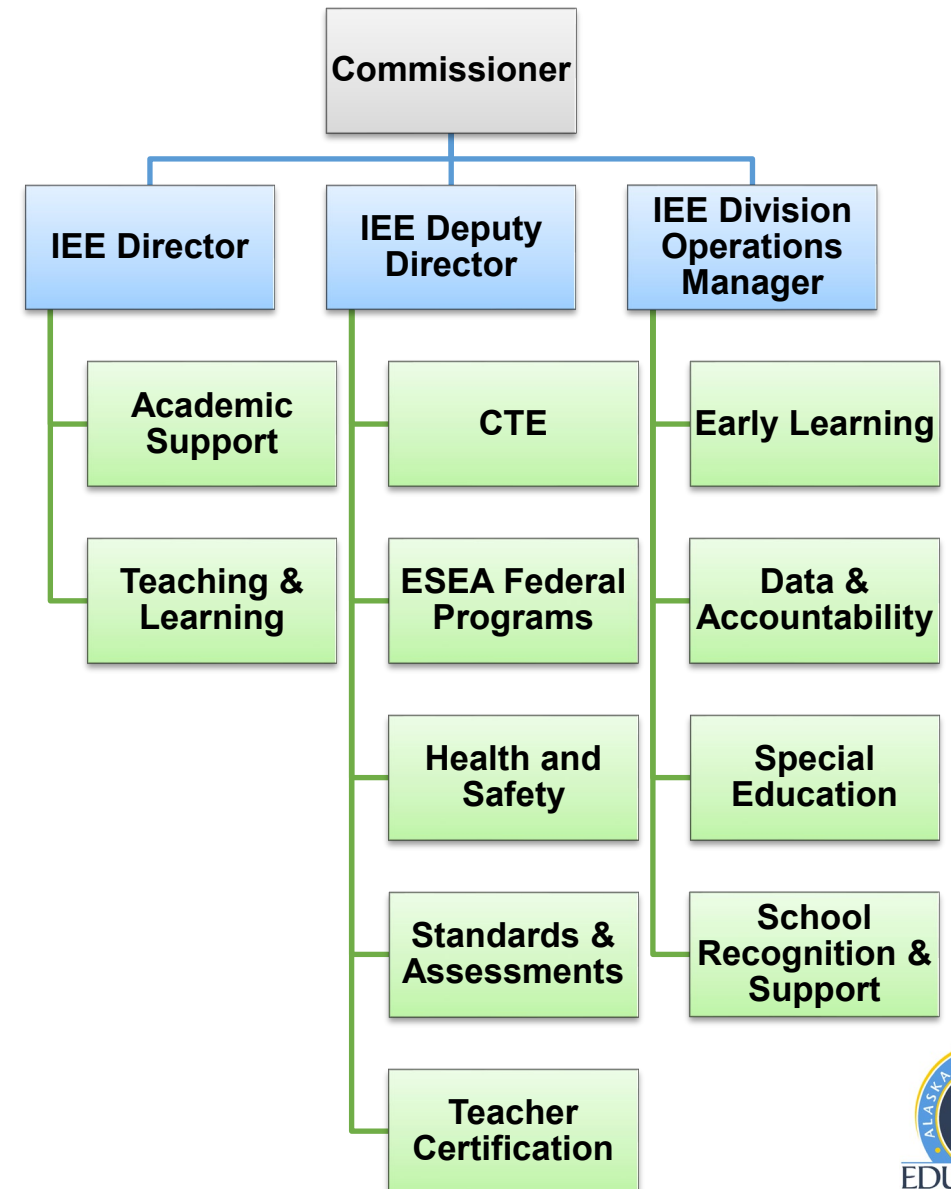
# Division of Innovation and Education Excellence

Deborah Riddle, Division Operations Manager



# Division of Innovation and Education Excellent (IEE)

- Academic Support & Teaching and Learning
- Career and Technical Education (CTE)
- Data and Accountability
- Early Learning
- Elementary and Secondary Education Act (ESEA) Federal Programs
- Health and Safety
- School Recognition and Support
- Special Education
- Standards and Assessments
- Teacher Certification



# Academic Support & Teaching and Learning

- Facilitate implementation of the Alaska Reads Act
  - Support District level implementation of District Reading Improvement Plans / Multi-tiered System of Supports (DRIP/MTSS)
  - Develop and support online opportunities through Virtual Learning Consortium
  - Provide intensive support through evidence-based instructional practices, data analysis, professional development, student-focused scheduling, and effective communication with parents and stakeholders for Department Reading Program schools/districts
- Administer Comprehensive Literacy State Development grant (CLSD) 2024



# Career and Technical Education

- Develop the academic knowledge and technical and employability skills of students to meet challenging academic and technical standards in preparation for high skill, high wage, and in-demand occupations
- Implement the Carl D. Perkins (Perkins V) grants to districts and postsecondary institutions
- Implement State Career and Technical Education (CTE) Allocations
  - Implementation of Career Guide Model
  - Support for CTE programs aligned to regional workforce needs
  - Support for Career and Technical Student Organizations

# Data and Accountability

- Collect, analyze, publish, and provide high-quality, accurate, up-to-date information to aid stakeholders in making important education-related decisions
  - Nine (9) data collections per year
- Produce reports and products each year – required at the state or federal level:
  - [School Accountability Designations](#)
  - [State, District, and School Report Cards to the Public](#)
  - [Federal EDFacts Reporting](#)
  - [Data Center](#)
  - Data Requests

# Early Learning

- Support statewide pre-elementary education programs
  - Support pre-elementary programs through grants and technical assistance
  - Implement pre-elementary portion of the Alaska Reads Act
    - Alaska Early Education Program Standards
    - Early Education Program Grant
    - 0.5 ADM Funding
  - Coordinate state activities with Head Start Programs
    - Federal grants from the US Office of Head Start directly to the programs
    - State matching funds through legislative appropriation

# Elementary and Secondary Education Act (ESEA) Federal Programs

- [Title I, Part A](#): Improving Basic Programs
- [Title I, Part C](#): Education of Migratory Children and Youth
- [Title I, Part D](#): Prevention and Intervention Programs for Children and Youth who are Neglected and Delinquent, or At-Risk
- [Title II, Part A](#): Supporting Effective Instruction
- [Title III, Part A](#): English Language Acquisition and Language Enhancement
- [Title IV, Part A](#): Student Support and Academic Enrichment
- [Title IV, Part B](#): 21st Century Community Learning Centers
- [Title VII-B](#): McKinney-Vento Homeless Assistance Act

# Health and Safety

- Create and distribute new resources to expand the inclusion of trauma-engaged practices in schools
- Deepen partnerships for inclusive school environments
- Explore innovative ways to support direct access to school counseling and nursing services
- Implement statewide grant programs to support health, wellness, and school safety, such as:
  - Trauma Engaged Schools
  - School Climate
  - Crisis Response
  - eLearning



# School Recognition and Support

- Implement School Improvement Grants
- Employ the Empowerment Process
- Provide Literacy Support
  - Comprehensive Literacy State Development (CLSD)
- Manage Teacher Recognition
  - Teacher of the Year
  - Milken Educator Awards



# Special Education

- Implement through Title VI, Part D, Federal funding under the Individuals with Disabilities Education Act (IDEA) in Alaska
  - Distribute grants to districts for Special Education programs
  - Distribute federal discretionary grants for special programs and agencies
- Support Alaskan parents, school districts, and students
  - Implement of IDEA requirements
  - Ensure students with disabilities receive free public education (FAPE) in the least restrictive environment
  - Provide guidance and supervision regarding special education compliance requirements

# Standards and Assessments

- [Standards](#): Support districts and teachers by providing information and resources in content standards implementation
  - Provide professional development
  - Support curriculum alignment
  - Research and disseminate best practices and strategies for effective implementation of standards
- [Assessments](#): Work with district and school staff to ensure successful assessment administration and meaningful use of assessment data
  - Work with vendors to align assessments to Alaska academic standards and federal requirements
  - Provide guidance on effective assessment administration
  - Provide guidance on appropriate use of assessment data
  - Offer professional development on assessment literacy



# Teacher Certification

- Review educator preparation programs and recommends to State Board of Education state approval
- Manage issuance of educator certifications
  - Manage The Educator Application & Certification Hub Alaska (TEACH-AK) online certification system
  - Provide technical assistance and support for districts and educators on TEACH-AK
- Collaborate with the Professional Teaching Practices Commission (PTPC) regarding educator adherence to the Code of Ethics of the Education Profession
- Support implementation of Teacher Retention and Recruitment initiatives

# Contact Information

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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 ring:

- Main line: 907 465 2800
- Teacher Certification: 907 465 2831