

**Alaska Educator  
Retention &  
Recruitment Center**

**Vacancy to Vitality**

**Supporting  
International  
Hiring in Alaska**

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AERRC

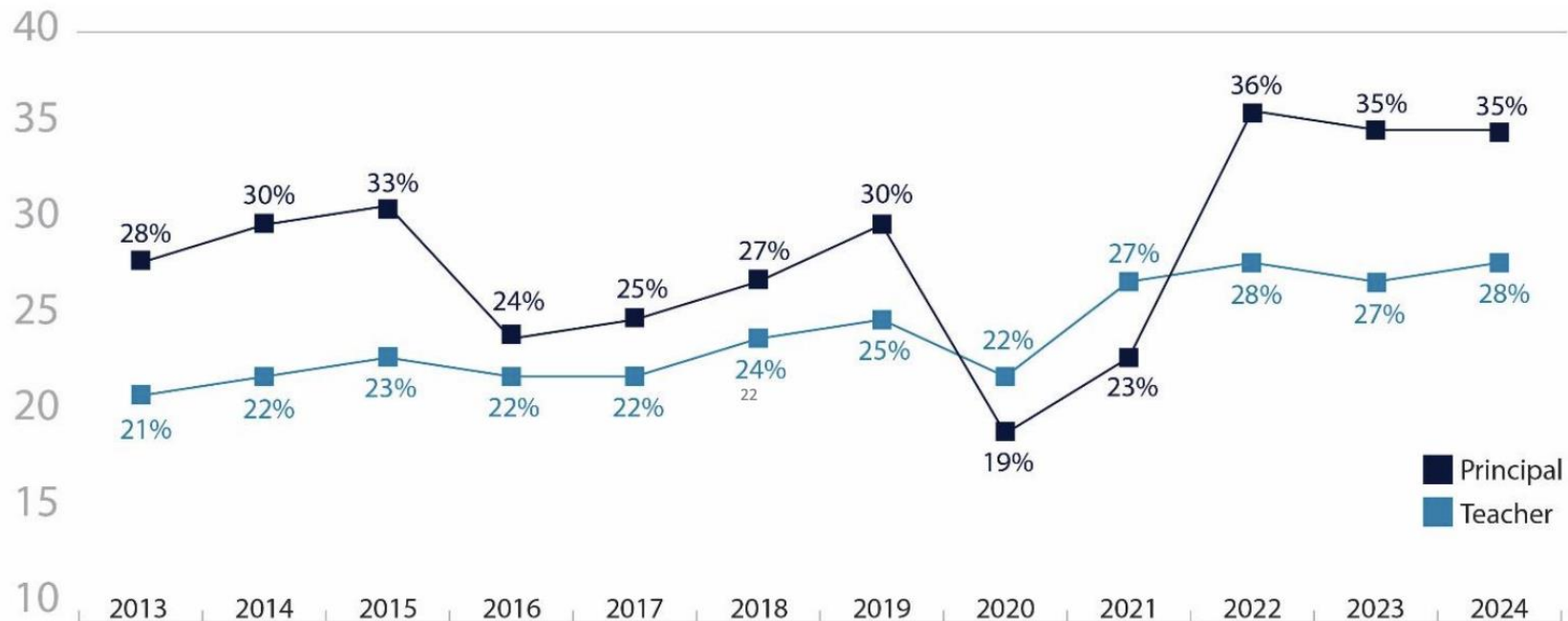
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# The Reality: Alaska's Vacancy Challenge

## Updated Alaska Teacher Turnover & Data Trends

### Trends in Teacher and Principal Turnover | 2013-2024



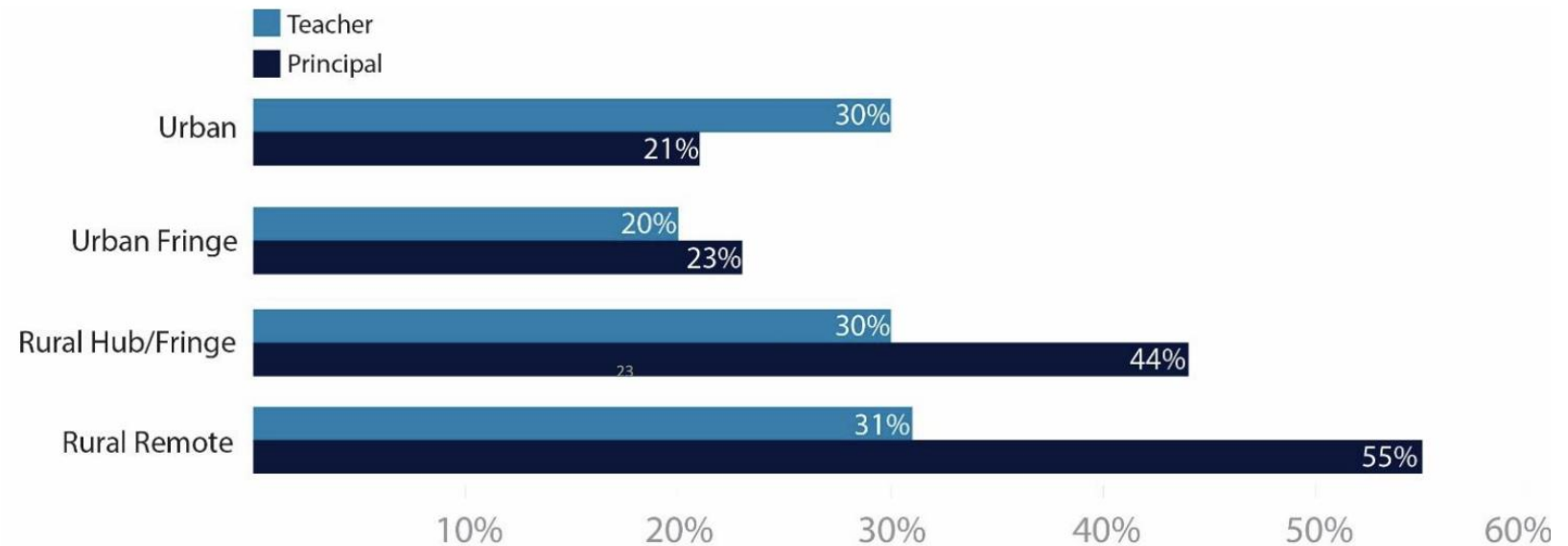
Source: *Teacher & Principal Turnover in Alaska*, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.



# The Reality: Alaska's Vacancy Challenge

## Updated Alaska Teacher Turnover & Data Trends

### 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.



# National Teacher Supply and Demand

**2005**

~10,000 Shortage

**2020**

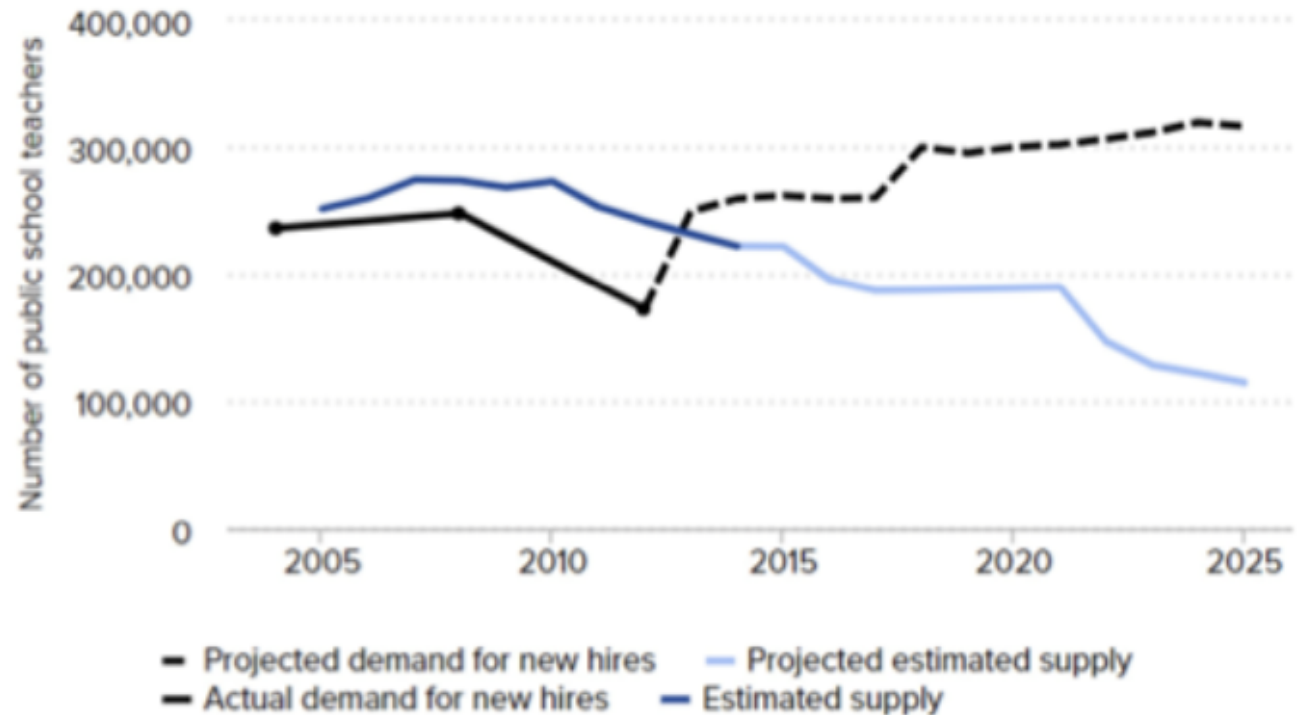
~100,000 Shortage

**Projected 2025**

~200,000 Shortage

## Teacher shortage as estimated by Sutchter, Darling-Hammond, and Carver-Thomas

Projected teacher supply and demand for new teachers, 2003–2004 through 2024–2025 school years



**Note:** The supply line represents the midpoints of upper- and lower-bound teacher supply estimates. Years on the horizontal axis represent the latter annual year in the school year.

**Source:** Recreated with permission from Figure 1 in Leib Sutchter, Linda Darling-Hammond, and Desiree Carver-Thomas, *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.*, Learning Policy Institute, September 2016. See the report for full analysis of the shortage and for the methodology.

# The Reality: Alaska's Educator Workforce is Fractured



345+

Unfilled first day teaching vacancies disrupting classrooms.

573

Teachers currently relying on visas to keep schools open.

285

Emergency certificates issued to cover critical shortages.

**We are experiencing the worst educator shortage in Alaska's history. This is no longer a localized issue and it is requiring a systemic policy response**

ALASKA COUNCIL



5 OF SCHOOL ADMINISTRATORS

# Going Global: International Recruitment

## 2025 Visa Data for Alaska Educators



# Alaska H-1B Visa Facts and Figures

- 2024: 20 Alaska school districts employed teachers on H-1B visas.
- 134 teachers received initial H-1B approvals; 63 received continuation approvals.
- 2025: At least 5 additional districts hired H-1B teachers.
- Past five years: 521 H-1B teachers placed statewide.
- 2025–26 school year: 183 H-1B teachers arrived in Alaska.
- 2026-2027 Districts are worried- the exemption is needed **now**.

# Historical Use and Decline of J-1 Visas

- During the 2022–23 school year, 153 teachers on J-1 visas were employed across 20 Alaska school districts. However, recent federal interpretations of placement and oversight rules have significantly restricted the ability to place J-1 teachers in rural and remote Alaska communities.
- This makes having access to H1B's even more crucial for our schools today.

# Our Teachers



# Thank you! Questions?

## Contact:

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