



# SENATE BILL 52

THROUGH THE LENS OF THE HAINES BOROUGH SCHOOL DISTRICT

Presentation to the Senate Finance Committee

Dr. Roy Getchell

April 13, 2023

# Our Legislative

## 1. Reliable & Predictive Public Education Funding

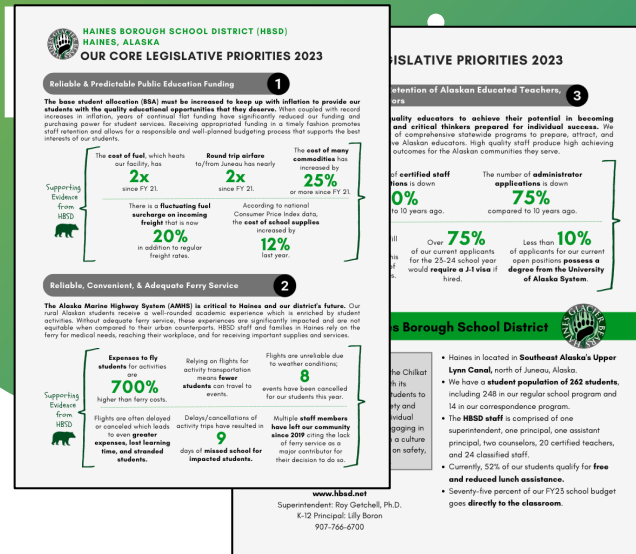
*The BSA must be increased to keep up with inflation in order to provide our students the quality educational opportunities that they deserve.*

## 2. Reliable, Convenient, & Adequate Ferry Service

*The Alaska Marine Highway is critical to Haines and our student's future.*

## 3. Competitive Recruitment & Retention of Alaskan Educated Teachers, Support Staff, & Administrators

*Haines students deserve high quality educators in order to achieve their potential in becoming contributing members of society and critical thinkers prepared for individual success.*







# MY ALASKA STORY

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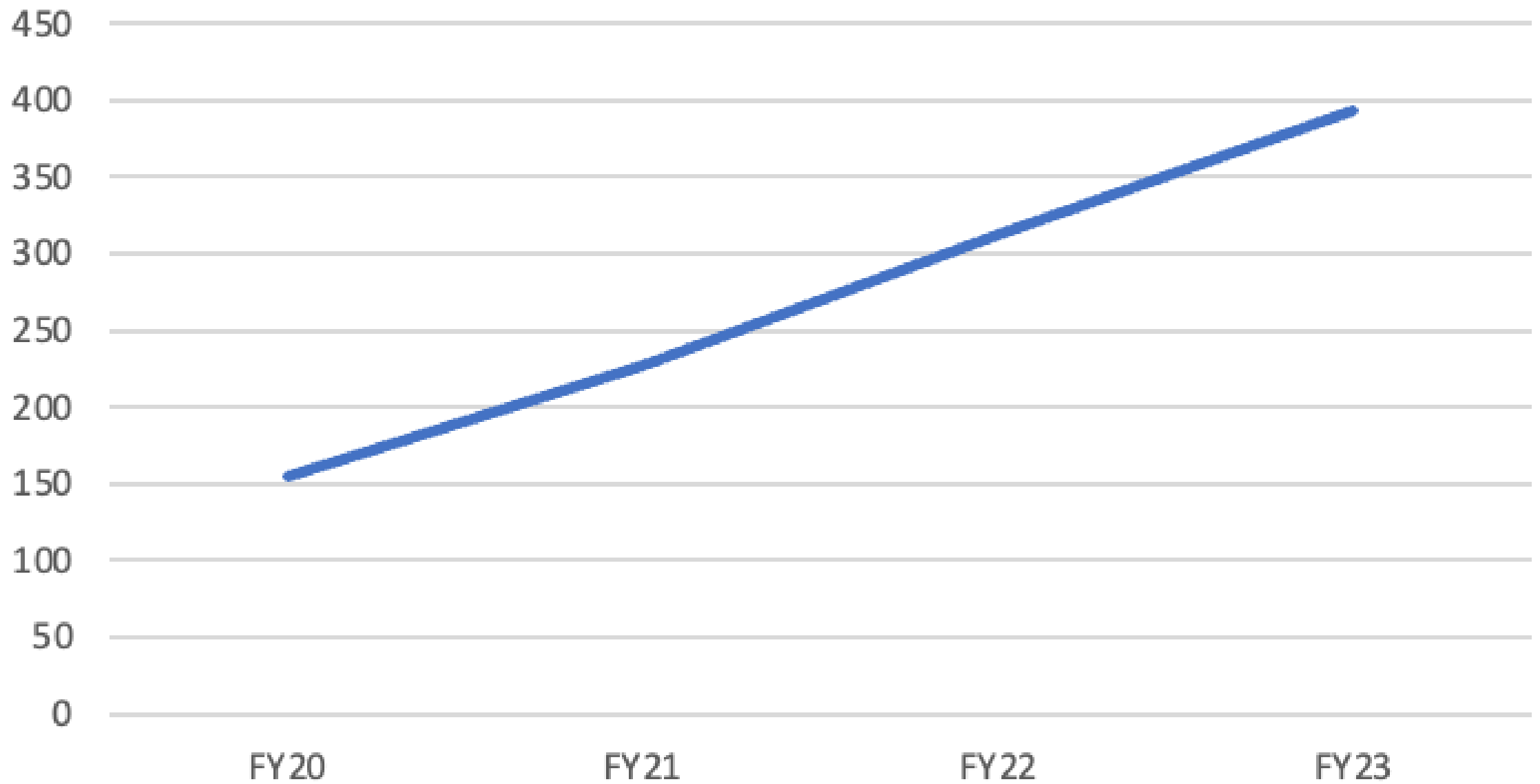
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# A Once Unthinkable Crisis

- The number of certified teaching applications are down **90%** when compared to 10 years ago
- The number of administrator applications are down **75%** when compared to 10 years ago
- Over **75%** of current certified applications would require a J-1 visa if hired
- Less than **10%** of current applicants for FY 24 positions possess a degree from the UA system
- Our certified turnover rate for FY 24 is **39%**
- International recruitment opportunities, reductions in pay, and the elimination of any sort of defined benefit have crippled Alaska's number of potential educators



## Total First Day Vacancies in AK



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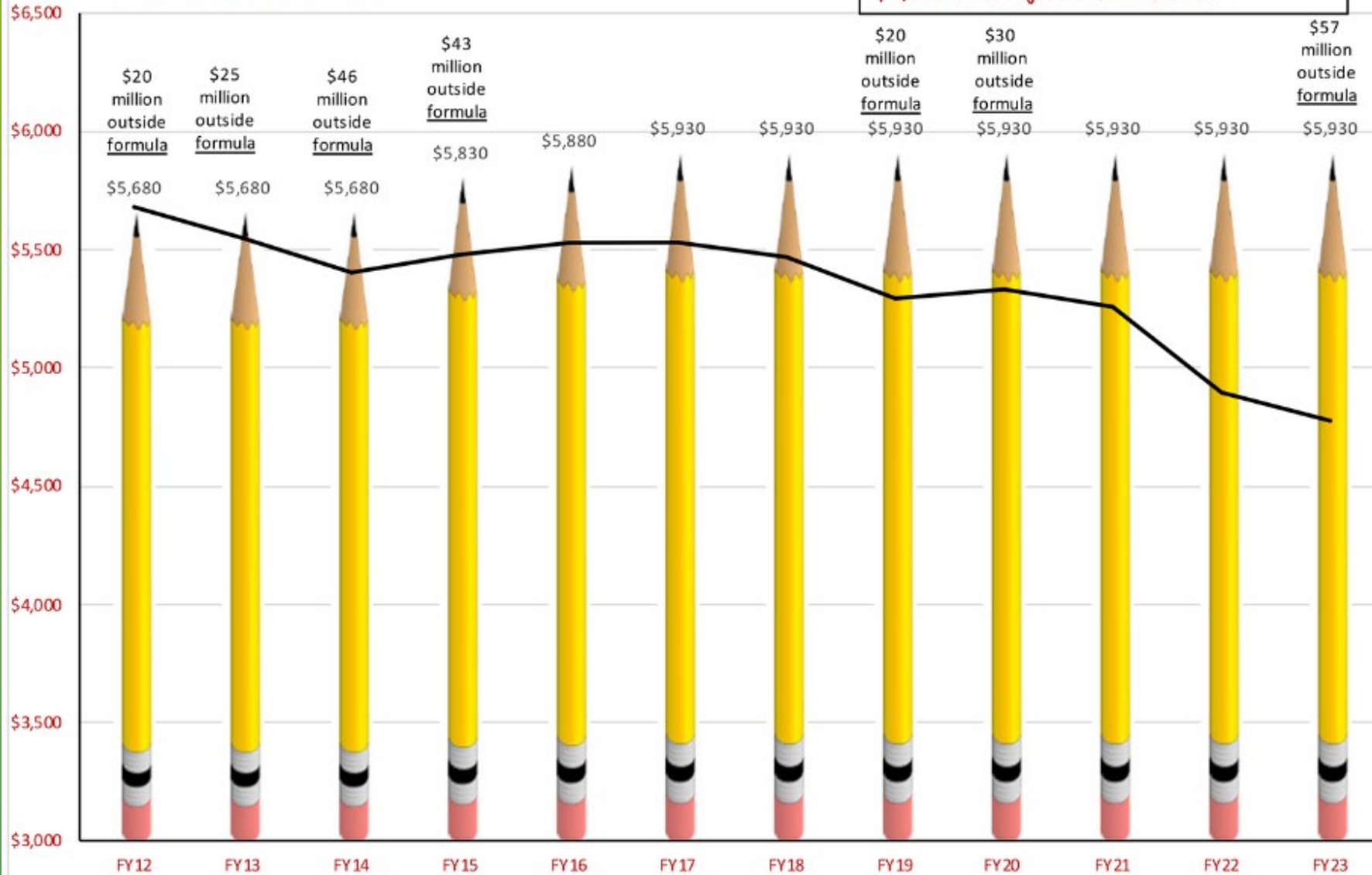
# Cost of Teacher Turnover

- ISER Study – 2017
  - Every time Alaska replaces a teacher, it costs the school district over \$20,000
- RAND Study – 2019
  - Average cost to replace a principal is \$75,000
- Ronfeldt, Loeb, and Wyckoff – 2013
  - Students in grade-levels with higher turnover score lower in both ELA and math and this effect is particularly strong in schools with more low-performing and minority students. Moreover, the results suggest that there is a disruptive effect of turnover beyond changing the distribution in teacher quality.
- Mid-Year Turnover

# Alaska K-12 Funding Base Student Allocation Fiscal Year 2012 - 2023



Data source: Legislative Finance  
**Line shows** inflation adjustment to FY12 value;  
BSA of \$5,930 in FY23 has an FY12 value of  
\$4,776 when adjusted for inflation



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- How BS A Flat Funding is affecting our schools

- Fixed Cost Increases in Haines

- Utilities – **2X** since FY 21
- Insurance costs – Increasing **5%** per year
- Transportation – Flights to Juneau are now over \$400 round trip (25-minute flight)
- Fluctuating fuel surcharge on all incoming freight that is now **20% in addition to regular freight rates**
- Classroom materials – Increased 12% **last year**
- Many commodities increased **25%** since FY 21
- Liability Insurance Costs

- 8% inflation in 2022



# Cost of Living Examples



## Haines Borough School District

- One Bedroom Apartment – \$1250
- Gallon of Milk – \$8.99
- Case of Bottled Water – \$ 21.00
- Dozen Eggs – \$6.69
- Gallon of Gasoline - \$5.25
- Twelve pack of Coca-Cola - \$11.99
- Case of Tissue - \$40.00

## Northwest Arctic School District

- One Bedroom Apartment – \$1800/month (plus utilities)
- Gallon of Milk – \$10 - \$30 (depending on region)
- Case of Bottled Water – \$38-\$50
- Dozen Eggs – \$9.59



# Why Fund *Inside* the BSA?

- Reliability
- Predictability
- Putting one time money into fixed costs is discouraged, risky, and uncertain
- Allows our School Boards to be better stewards of their obligation to adopt budgets for their school districts
- One time money does not meet the needs of teachers, classrooms, other educators and *students* in the future

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# Implementation of Unfunded Mandates

- My Administrative Assistant keeps track – she has compiled a list of over 40
- The Alaska Reads Act is one of the 40 – Implementation estimates range from \$75,000 to \$12,000,000 depending on the district
- In Haines, I anticipate the cost to be at least \$150,000 (BSA increase for FY24 will currently be \$18,000)
- Examples: Kake: \$231,000; Petersburg: \$170,000, Sitka: \$615,000; Wrangell: \$221,000; Annette Island: \$565,000; Anchorage \$11,800,000; Northwest Arctic: \$1,849,000; LKS D: \$2,023,150; Fairbanks: \$3,500,000



# HBS D's Strategic Plan

## *Our Roadmap and Accountability Model*

- Our Mission and Vision were developed by a diverse group of HBS D stakeholders in 2019.
- Components of the strategic plan are updated regularly for measurable results.
- Yearly goals are guided by most recent data in achieving our goals.
- We will do a “refresh” later this fall.



# Targets for Excellence

- 1 Educational Excellence
- 2 Community & Family Engagement Excellence
- 3 Organizational Excellence
- 4 School Climate & Culture of Excellence

# 1 Educational Excellence

The Haines Borough School District will deliver a rigorous academic curriculum based on meaningful learning opportunities where students are empowered to be critical thinkers and contributing members of society. We do this through a rigorous academic curriculum that includes fine arts instruction, vocational education, and extracurricular activities.

## GOAL

80% of students in grades K-10 will meet or exceed grade level academic indicators and/or show one year's growth.

100% of students will graduate on time and have a completed plan for a post secondary pathway.

## STRATEGY

Implement a robust multi-tiered support system (MTSS) that utilizes data gathered on formative, summative, and benchmark assessments.

Implement a college/career management system that supports classroom and individual planning. Students will complete onsite and/or virtual visits to college/career institutions, complete required tests, and participate in career-based internships.

## 2 Community & Family Engagement Excellence

The Haines Borough School District will partner with families and abundant community resources to promote shared values of intellectual, social, emotional, and physical growth.

### GOAL

100% of teachers and parents will participate in focused activities that promote values of intellectual, social, emotional, and physical growth.

### STRATEGY

The Haines Borough School District will host and track parent participation in teacher conferences, family nights, volunteer logs, and other parent/partnership activities during the school year

# 3 Organizational Excellence

The Haines Borough School District will foster a culture of innovation, respect and responsibility, attract and retain highly effective employees, and facilitate an environment of open and transparent communication.

## GOAL

80% of stakeholders will give a score of “Satisfactory” or above on an end of year communication assessment.

The HBS D will retain 90% of employees on an annual basis.

## STRATEGY

Review of communication protocols, implementation of communication management systems (BLOOMZ), and an upgrade of current tech platforms (website, Powerschool, etc.).

Fostering positive staff relationships while strengthening recruitment, mentoring, and onboarding for new hires and the continued professional growth of all experienced staff.



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## School Climate & Culture of Excellence

The Haines Borough School District will ensure an inclusive and healthy school culture that honors diversity and is founded on safety, respect, and responsibility.

### GOAL

Given yearly, student well-being survey results will increase by 5% in every category as compared to baseline data.

### STRATEGY

Through a comprehensive guidance program that is supported by all staff. This will include the support of community partnerships, state resources, and student driven school experiences.

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# Key Highlights from HBS D

- Multiple **school safety** measures have been implemented this year (anonymous reporting system, lockdown alert, police/fire MOA, access control system, ALICE training)
- *Necessary* capital improvements are being funded by the Haines Borough
- *Average age of school buildings in Alaska is 42 years with 66 buildings over 60 years old*
- Our **budget** is balanced in FY 23 with a projected shortfall of \$290,000 in FY 24
- ARP money still available for a 3<sup>rd</sup> year of mental health support in FY 24 (*ARP money was not used to supplement our general fund*)
- **Middle and elementary school activity programs** were implemented in 2021 and 2022.
- Our **attendance rate** increased from 89% in 2017/18 to 97% 2021/22.



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# QUESTIONS OR COMMENTS?

