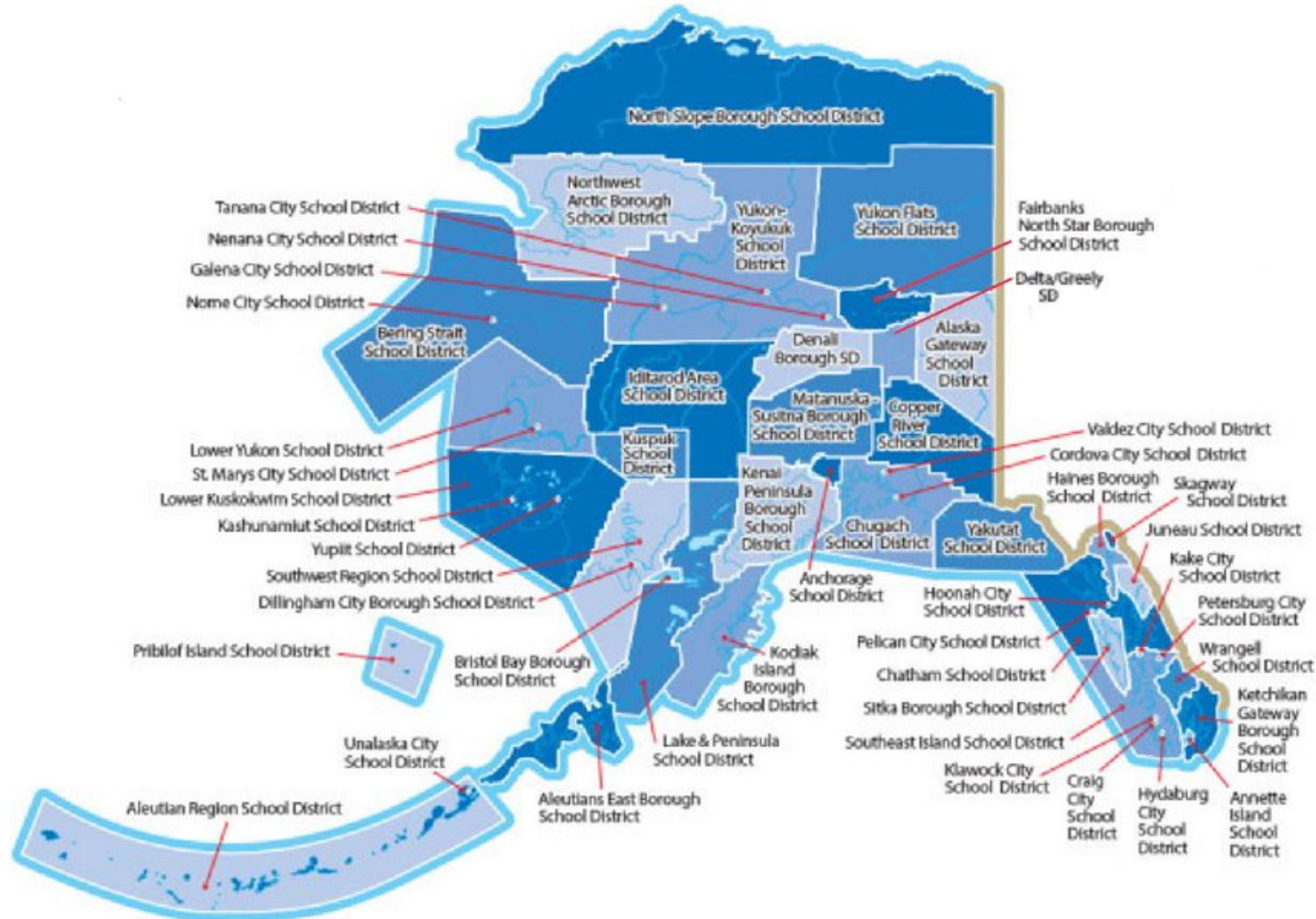
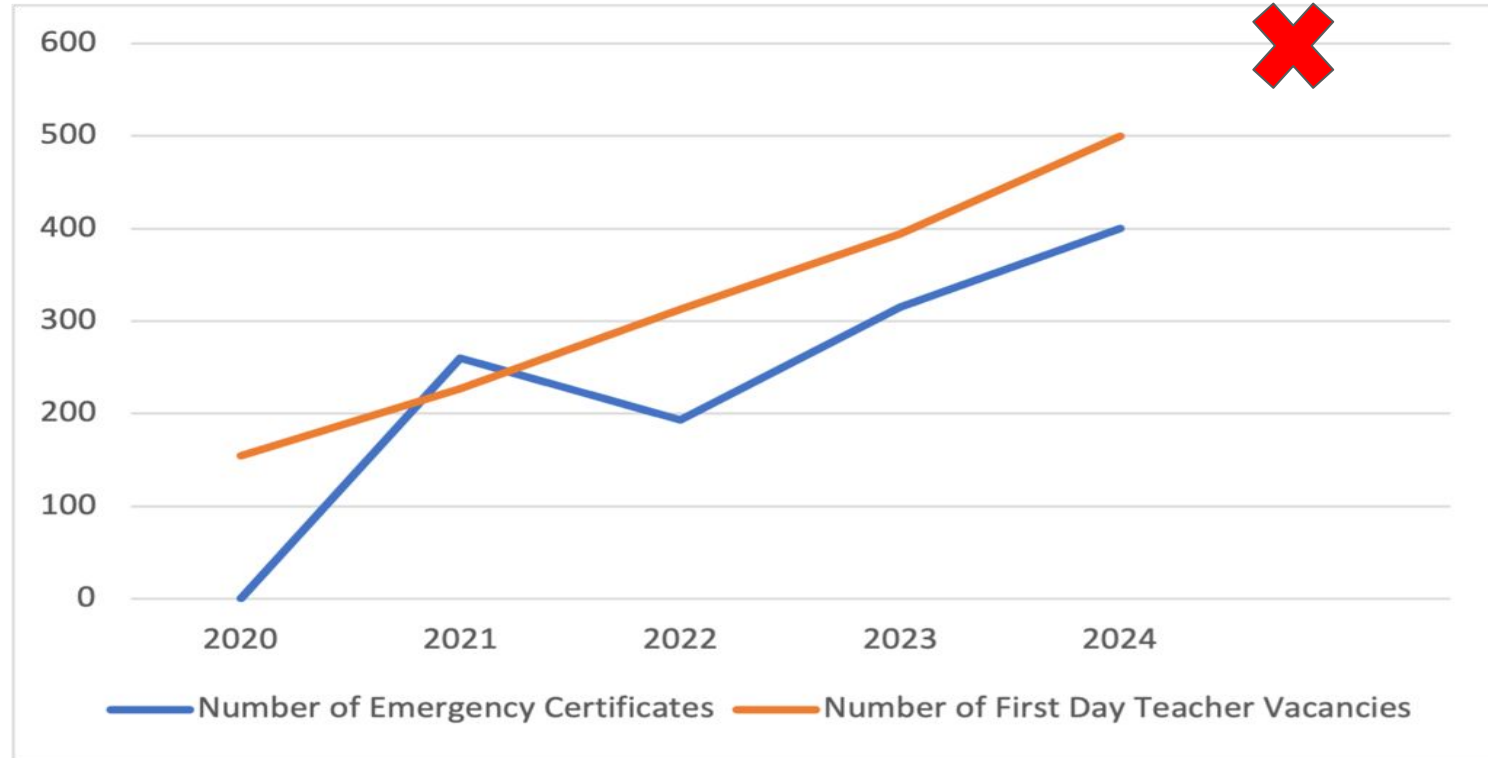


# The Alaska Council of School Administrators



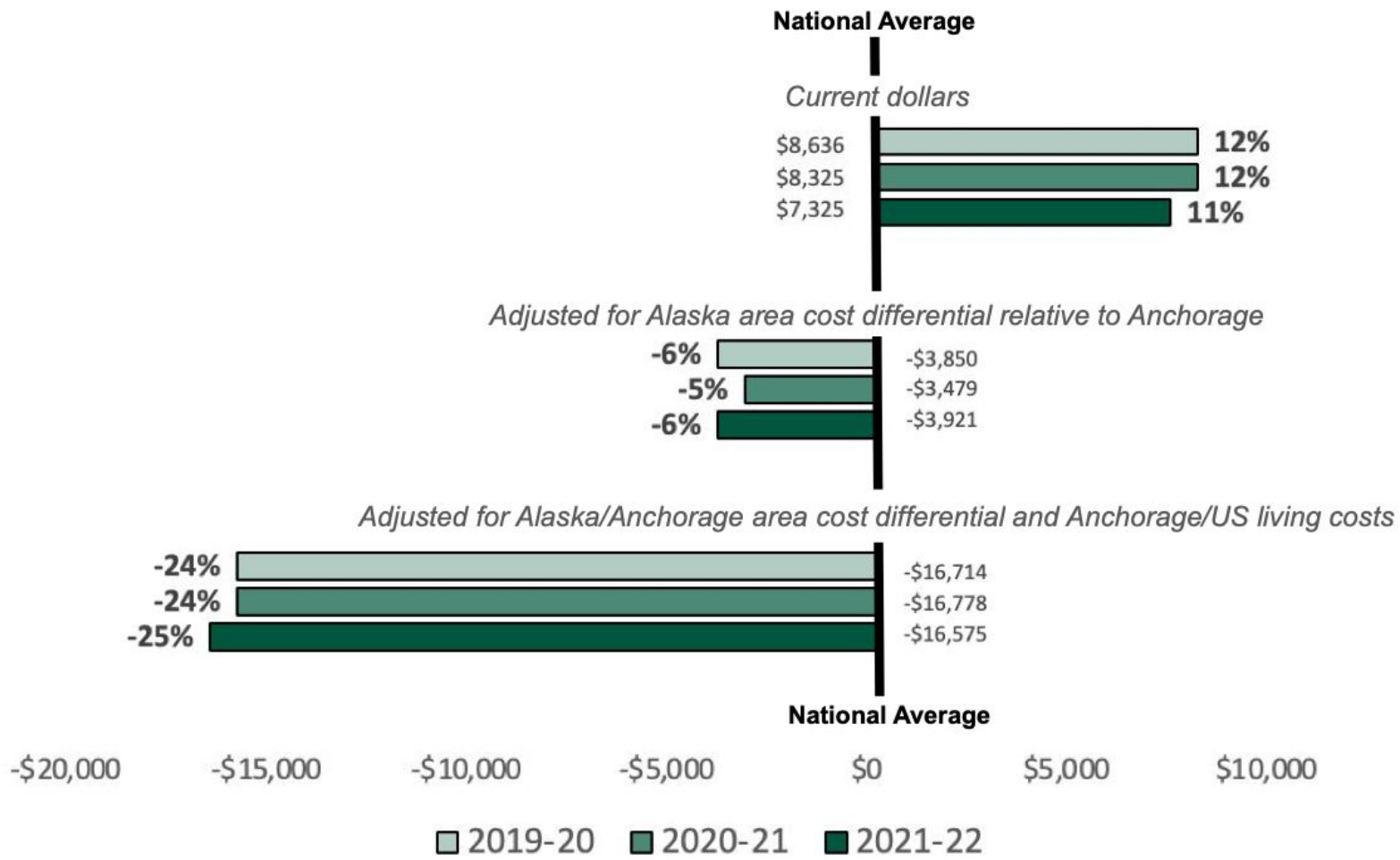


## First Day Educator Vacancies in Alaska



Source: Alaska Department of Education and Early Development

Alaska Teacher Salaries Compared to the US Average, 2019-22, Adjusted for Cost of Living Differences



# Why are teachers staying in Alaska?

## Top 4 Reasons

1. Positive school culture
2. They grew up in Alaska/Family in State
3. They like their community
4. They are TRS Tier II employees



# Why are teachers leaving Alaska?

## Top 4 Reasons

1. Lack of Defined Benefit
2. Better opportunities in the lower 48
3. Cost of living
4. Uncertainty of education funding



# Increasing Number of International Teacher Applications

## H-1B visa data for FY24

- 20 Alaska school districts with teachers on H-1B Visas
- 134 teachers received initial visas to teach in Alaska
- 63 teachers received visa continuation

### EDUCATION

#### Visa program draws foreign teachers to a rural Alaska school district facing a staffing crisis

MAY 24, 2024 · 5:00 AM ET

By Emily Schwing, KYUK

FROM **KYUK**

**5,428** active applicants on Alaska Teacher & Personnel over the past 12 months,  
**3,600** are international applicants

# Alaska Educator Retention and Recruitment Center (AERRC)

*The newest division of ACSA*

ALASKA COUNCIL



OF SCHOOL ADMINISTRATORS





# Alaska Educator Retention and Recruitment Focus Areas

**TRR Implementation**



**Alaska Teacher & Personnel**



**International Hire Support**



# Alaska Retention and Recruitment Events

## Recruitment Focus TRR Convening

- Preparing for virtual job fair
- Induction for international teachers
- Marketing - low cost and social media

Jan.  
24

April  
5

## Virtual Job Fair

- All districts invited
- In-person option with tech support

May

## Retention and Induction Focus (ASLI)

- 2.5 days - In-person
- Focus on retaining staff and planning for next school year
- School teams invited

# TRR Playbook Implementation



## Steering Committee

- The Steering Committee is an advisory body providing strategic guidance and communication for AERRC's initiatives.
- Quarterly meetings with work sessions in between to understand and support solutions recommended in the TRR Playbook.



# Potential Solutions

## RECOMMENDATIONS FROM THE TRR ACTION PLAN

**2020**

Governor's TRR Working Group  
Created

**2021**

TRR Action Plan Released

**2023**

TRR Playbook Implementation  
Strategies published



# Alaska Teacher and Personnel (AT&P)



## Online Application

- Alaska Teacher & Personnel MOU with the University of AK & ACSA in Dec. 2024.
- The place for applicants to apply to any district.
- Districts post jobs and search applications.
- Virtual Job Fairs hosted multiple times throughout the year.
- Daily support and training available as needed.

### Alaska Teacher and Personnel



Welcome to Alaska Teacher and Personnel Employment System! This system is designed to help job seekers search and apply for educator vacancies in Alaska's PK-12 public schools.

# International Hiring

- Support with recruiting and screening of applicants.  
Connection with AT&P for management of applications.
- Partnership with legal team and the Department of Labor to support districts with required hiring paperwork both in the US and abroad.
- Support with onboarding both in Alaska and specific districts.
- Ongoing check in and supports to districts and educators to assure success.





# Supporting New to Alaska Teachers



## HOW TO CREATE A CLASSROOM THAT WORKS

*Fall Professional Development  
for New to Alaska Educators*



**Set up your classroom for success! Join us for a series of professional learning opportunities with Safe and Civil Schools to explore classroom management strategies that encourage student success. Educators are invited to attend one or all activities.**

A proactive and positive approach to classroom management is about more than just maintaining order; it's about creating a learning environment where students feel respected, motivated, and engaged. This series will discuss simple and effective tools and strategies to get your school year off to a great start.

### **TARGET AUDIENCE**

These sessions are **designed for educators who are new to Alaska**, or new to the K-12 classroom. However, any teacher or administrator who would like to gain ideas on classroom management is invited to attend.

# Next Steps

- Introduce Legislation to support the TRR playbook recommendations
- Steering Committee work
- Alaska School Leadership Institute (ASLI)
  - Focus on Educator Retention





# Participate in the Retention & Recruitment Conversation



# Questions?

## Contact:

Dr. Lisa Parady  
ACSA Executive Director  
[lparady@alaskaacsa.org](mailto:lparady@alaskaacsa.org)

Jennifer Schmitz  
AERRC Director  
[jschmitz@alaskaacsa.org](mailto:jschmitz@alaskaacsa.org)



***Alaska Retention and Recruitment Center***