

Coalition for Education



Presentation to Joint House/Senate Education Committee



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Coalition for Education Equity Background

- ▶ Who We Are
- ▶ Challenge of Teacher Retention in Alaska
- ▶ Our Work
 - ▶ Educator Quality and Quantity
 - ▶ Pilot study: Research-based Educator Systems Support

RESS Pilot Study

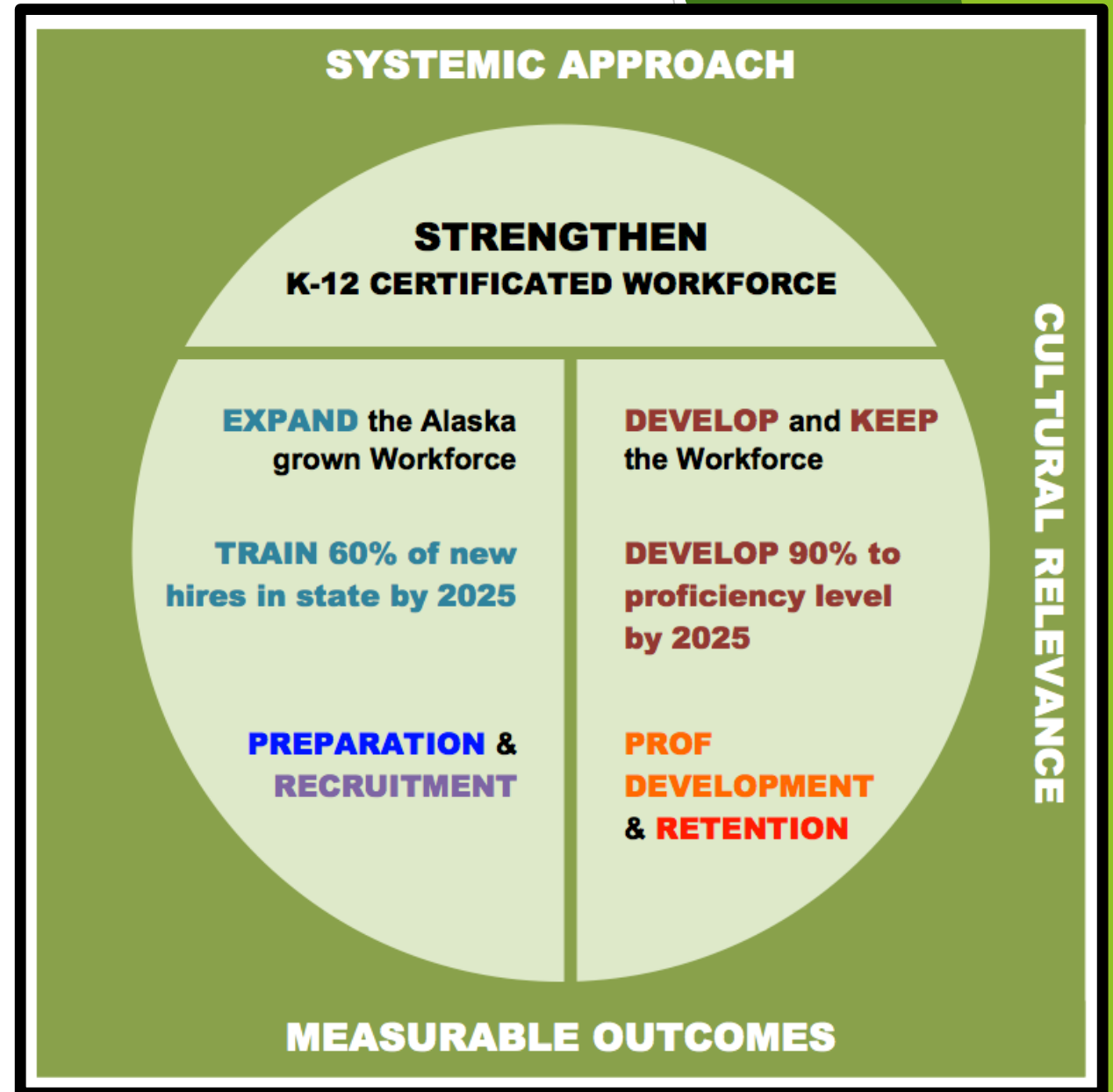
Research-based Educator Systems Support

Apply a third-party, research-based, systems model to understand and track educator satisfaction with their work, social, and basic needs environments throughout the school year and share that data with school districts to ensure a timely, well-informed, district response to address educator concerns and thereby reduce turnover.

RESS fulfills EQQ Model

Model from the Educator
Quality and Quantity
(EQQ) Report

February 27, 2015



RESS Pilot Study - Expected Outcomes

Expected benefits include

- ▶ improved communication
- ▶ actionable feedback
- ▶ workforce satisfaction
- ▶ community connection
- ▶ positive outcomes that improve teacher retention
- ▶ improved student achievement (long-term)

RESS Participating Districts

District	Teacher Counts (Avg)	Response Rate* (Avg)
Alaska Gateway	33	67%
Kashunamiut	26	72%
Nome Public Schools	58	72%
Northwest Arctic Borough	174	61%
Yupiit	38	66%

*Response Rates ranged from 31% to 81% across districts and surveys.
Goal of 70%, with 50% acceptable. Typically 40% is considered viable.

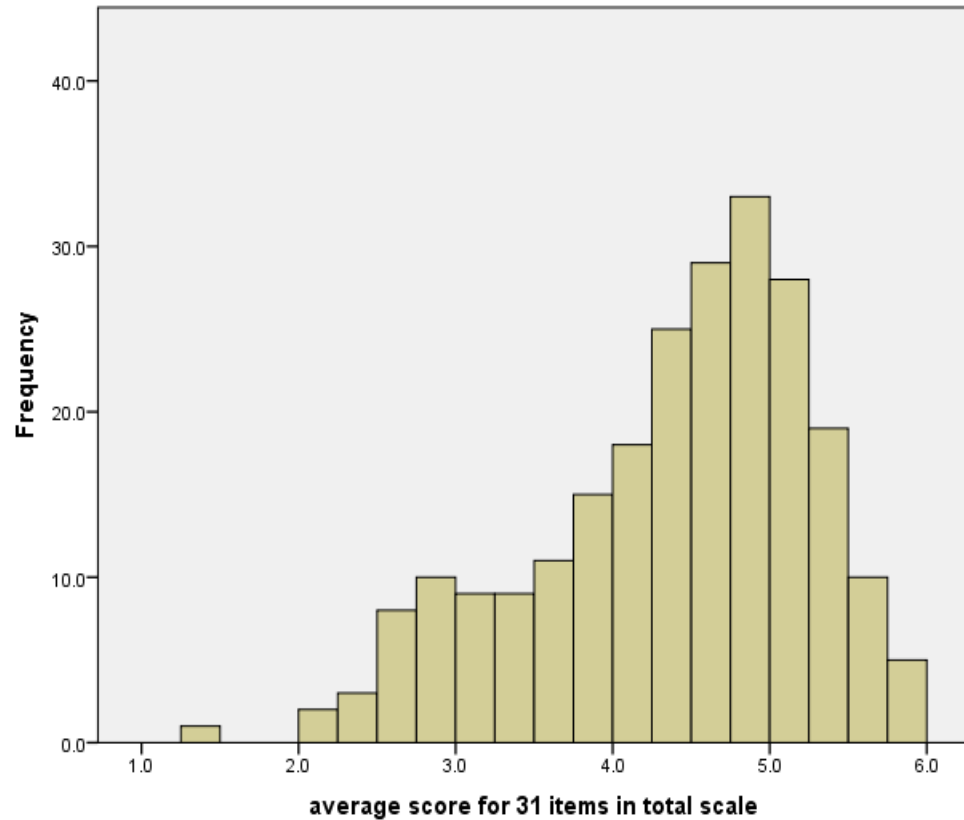
RESS Survey Process

- ▶ Timing, open 10 days each
 - ▶ Survey 1, Sep. 11-19, 2017
 - ▶ Survey 2, Nov. 20-29, 2017
 - ▶ Survey 3, Feb. 23-4, 2018
 - ▶ Survey 4, April TBD
- ▶ Data Analysis, within 1 week
- ▶ Consultations, follow reports

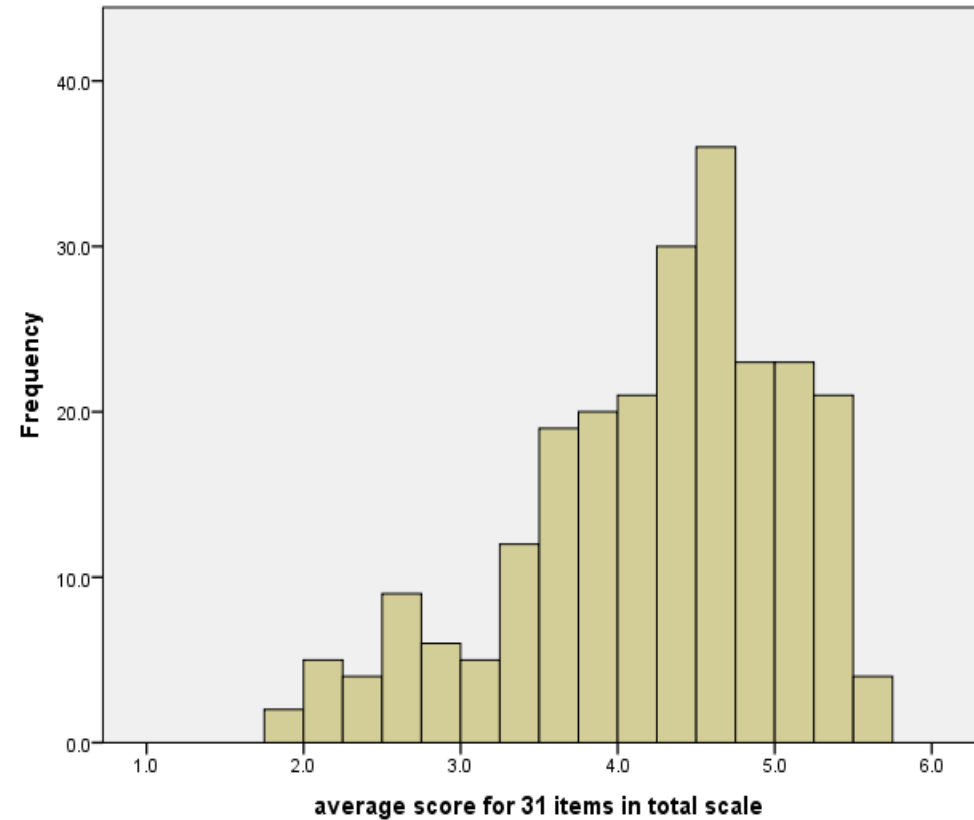
RESS Survey Design

- ▶ Each survey had 36 questions - 31 multiple-choice questions divided into five groups
 - ▶ Work Environment/Leadership
 - ▶ Community
 - ▶ Efficacy
 - ▶ Quality of Life
 - ▶ Strengthening the Workforce
- ▶ Response Options
 - ▶ 6 - Absolutely
 - ▶ 5 - Mostly
 - ▶ 4 - More than not
 - ▶ 3 - Maybe
 - ▶ 2 - A little bit
 - ▶ 1 - Not at all
 - ▶ 0 - Not Applicable
- ▶ Also 5 narrative questions for open, written responses

RESS Results - Overall Distributions



Survey 1
Mean: 4.38
Stdev.: 0.88
N=235



Survey 2
Mean: 4.23
Stdev.: 0.86
N=240

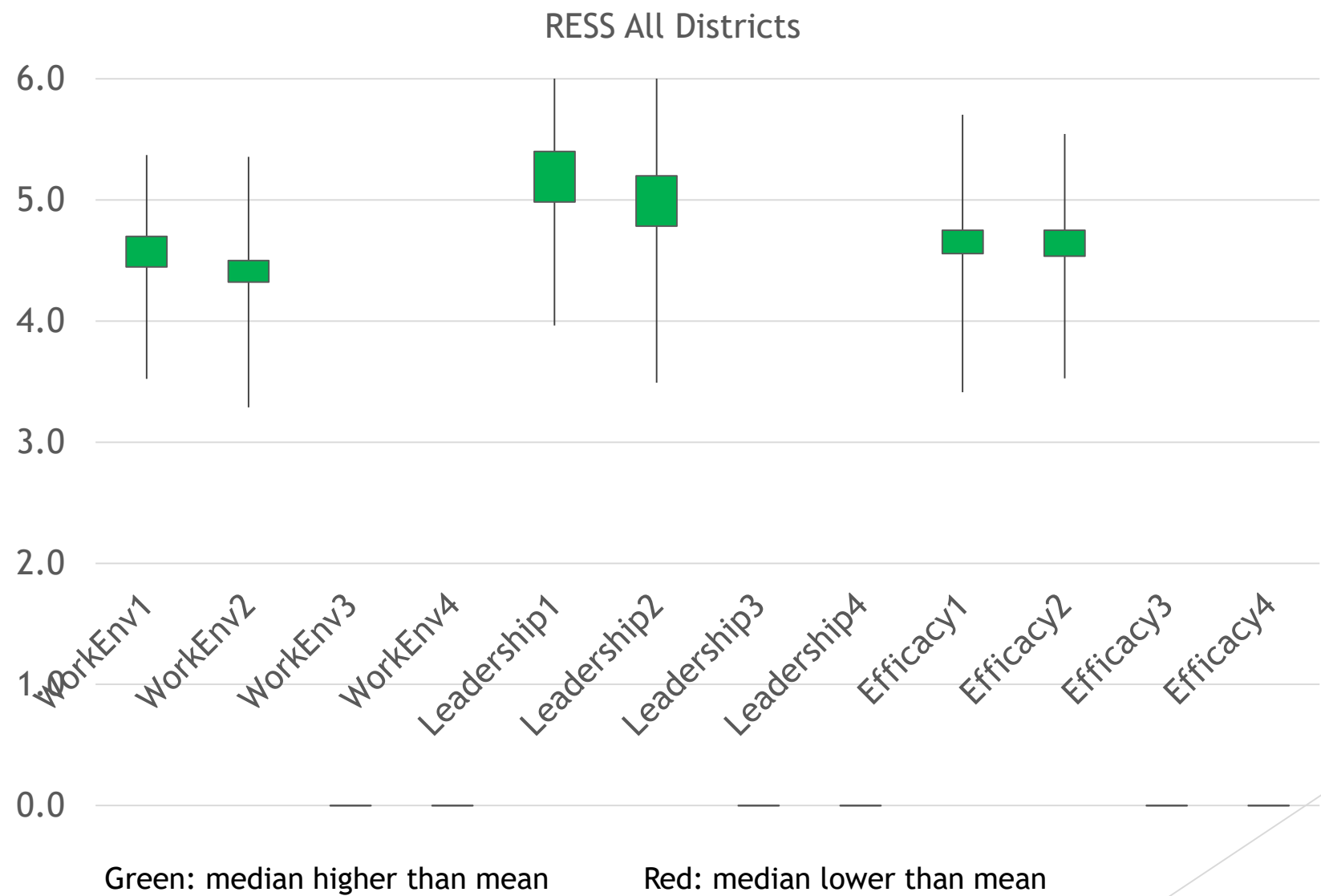
RESS Results - Summary of Scales, Survey 1

	Leadership Average (5 items)	Work Environment Average (10 items)	Community Average (7 items)	Efficacy Average (4 items)	Quality of Life Average (6 items)	Strengthening the Workforce Average (4 items)	Total Average (31 items)
N	235	235	235	235	235	235	235
Mean	4.98	4.45	4.50	4.56	4.20	4.09	4.38
Std. Dev.	1.020	0.924	1.225	1.146	1.102	1.384	0.878
Median	5.4	4.7	4.9	4.8	4.2	4.3	4.5
Minimum	1.2	1.2	1.0	1.3	0.0	0.0	1.5
Maximum	6.0	6.0	6.0	6.0	6.0	6.0	6.0

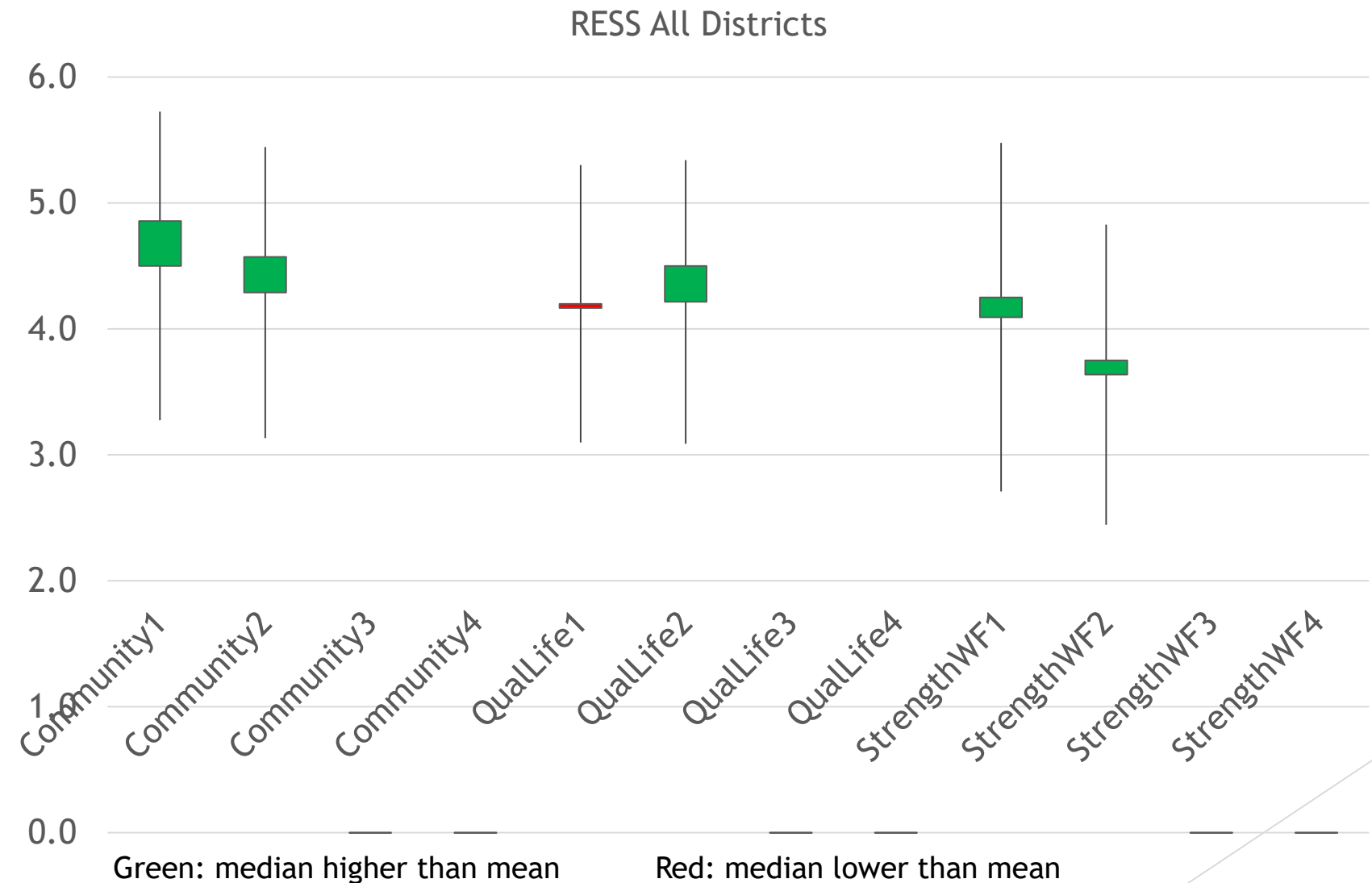
RESS Survey Questions: Teacher Efficacy

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
21. People I work with care about me and my success.	I have established positive and supportive relationships with people I work with.	People I work with care about me and my success.
22. Someone at work has talked to me about my development as a professional educator.	Someone at work has encouraged my development as a professional educator.	Someone at work has evaluated my development as a professional educator.
23. Someone has recognized and valued me for what I can contribute to the school.	I am routinely recognized and praised for doing good work.	Recognition and support by colleagues has contributed to my professional growth.
24. I am confident I will be successful in my teaching assignment this year.	I am confident I will be successful in my teaching assignment this year.	I believe I am successful in my teaching assignment this year.
25. Open Question: In what ways do you feel you can contribute to the success of your school at this time?	Open Question: How have you felt valued and supported so far this year?	Open Question: What is one piece of advice you would give to your administrators to better support your classroom practice?

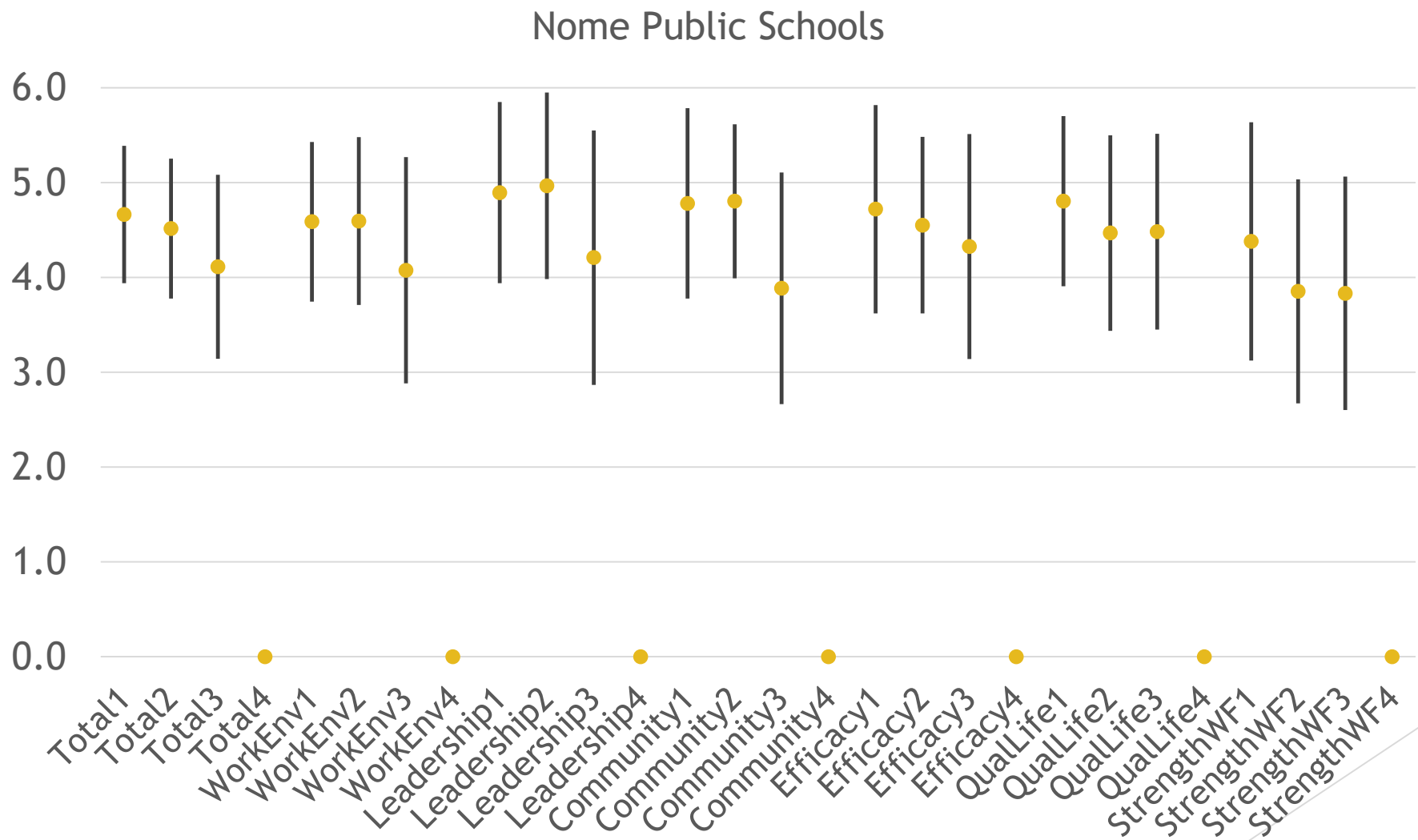
RESS Results - Internal Scales, Surveys 1&2



RESS Results - External Scales, Surveys 1&2

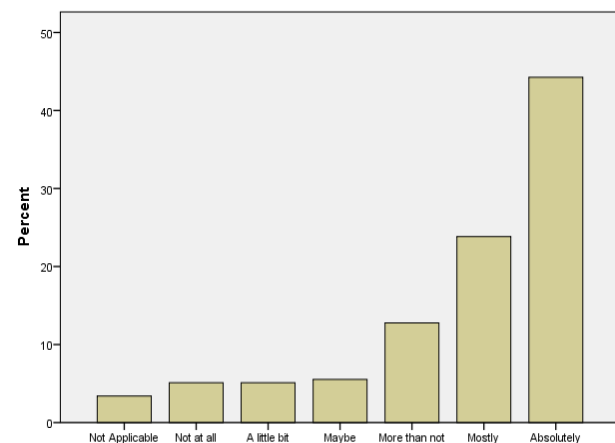


Superintendent Shawn Arnold Testimony

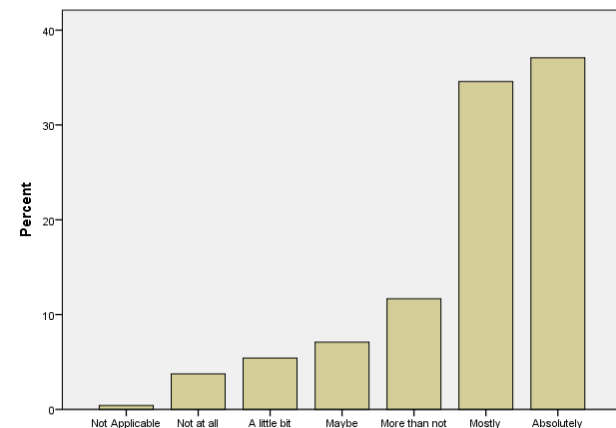


RESS Results - Question Development

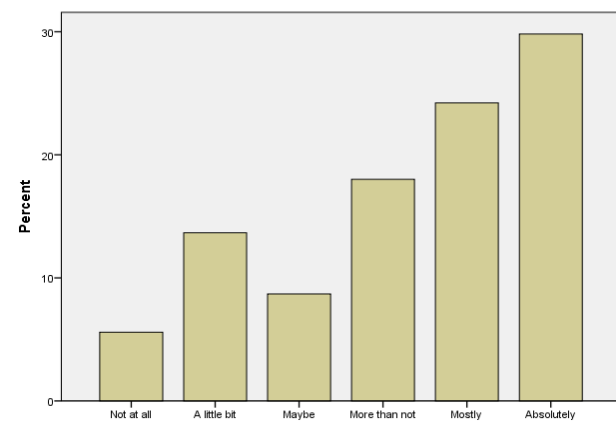
Q14: I appreciate the welcome I received this year from the community where I teach.



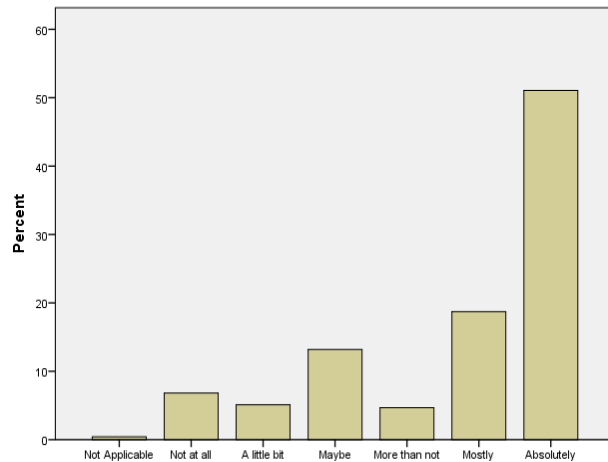
Q14: I feel comfortable being in the community where I teach.



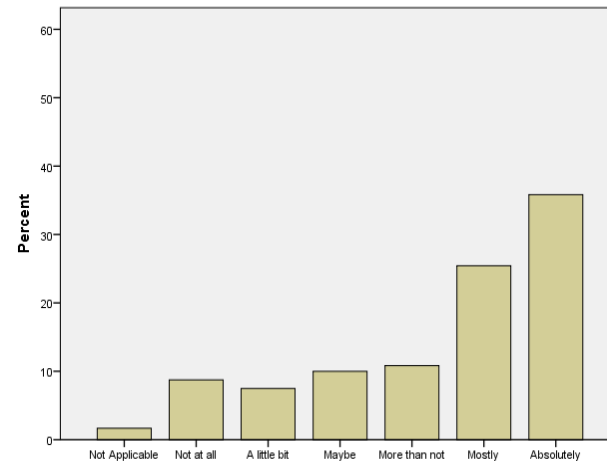
Q14: I feel accepted in the community where I teach. *(partial)*



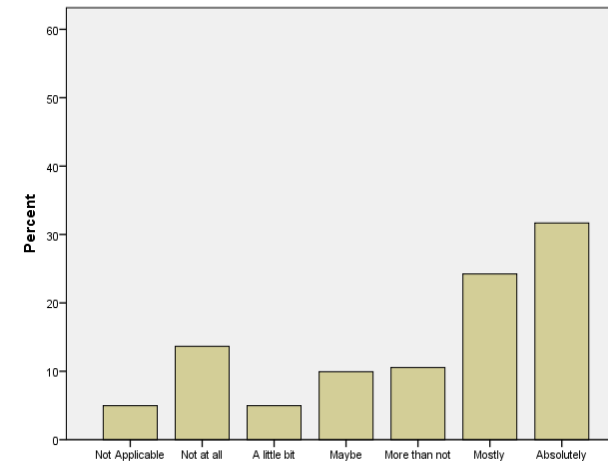
RESS Results - Q36: At this time, I want to continue teaching in this school next year.



Survey 1



Survey 2



Survey 3
(partial)

Northwest Arctic Borough SD: Dr. Annmarie O'Brien, Superintendent

Part of our District-wide Strategic Plan

- ▶ To become the employer of choice with customer service as a focus.
- ▶ District wide future planning and budgeting.
- ▶ Recruitment & Retention of Teachers in a challenging market.
- ▶ Increase communication of all stakeholders.
- ▶ Data driven decision making based on the survey.

RESS Themes and Trends

- ▶ Themes

- ▶ Trends

RESS Actions and Implications

- ▶ Coalition for Education Equity
- ▶ Policy: Local and State

Next Steps

- ▶ Development Phase with CEE to continue service with districts
- ▶ Professional development for principals
- ▶ TOP: Team Optimizing Project