



State of PK-12 Education in Alaska

Presented by
Dr. Lisa S. Parady,
ACSA Executive Director,
District and PK-12
Education Leaders from the Field

Alaska Council of School Administrators (ACSA)



Leadership, Unity, and Advocacy for Public Education





Alaska Superintendents
Association



Alaska Association of Secondary
School Principals



Alaska Association of
Elementary School Principals



Alaska Association School
Business Officials



Leadership, Unity, and Advocacy for Public Education

ACSA Joint Position Statements: Unified Priorities for Supporting Alaska's Students

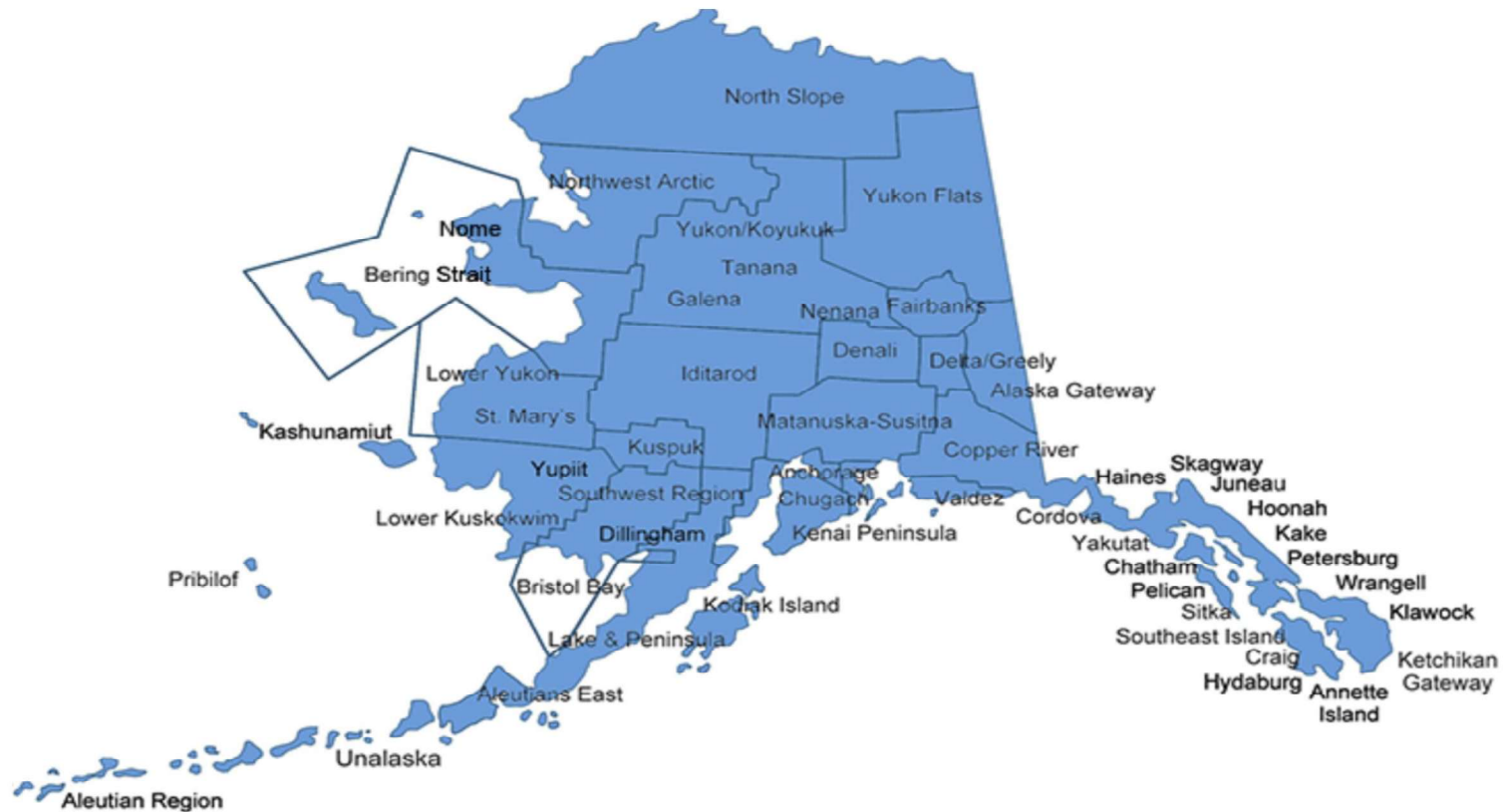
Developed Collaboratively by:

- Superintendents
- PK-12 Principals
- School Business Officials
- Educators from across Alaska



Leadership, Unity, and Advocacy for Public Education

One State, 53 School Districts



Leadership, Unity, and Advocacy for Public Education

Alaska's Statewide Resource for Professional Development



Our Mission: To provide Alaskan educators with multiple pathways to refine instructional practice and maintain certification.

Annually we:

- Host over **5,000** overall professional learning registrations
- Serve over **2,000** with online classes. We Offer **70** self-paced, high-quality professional development courses.
- Offer webinar series with national education experts that serve over **700** Alaskan educators
- Host the largest PK-12 professional development conference in Alaska with **1 in 10 Alaskan educators** in attendance



MTSS Effective Instruction Conference



- Served **over 1,200** Alaskan educators
- Largest statewide PK-12 Conference in Alaska
 - Included a Virtual and Trauma-Engaged Component



Principal Lori Rucksdashel

President, Alaska Council of School Administrators and
Alaska Association of Elementary School Principals
Principal, Chinook Elementary in Anchorage





Lori Rucksdashel
President, ASD



Josh Gill, Past President
Lower Kuskokwim SD



Heather Conn,
Pres-Elect, Petersburg



Sabrina Sutton,
Secretary, KIBSD



Linson Thompson
Treasurer, ASD



Jenna Fabian, State Rep.
Kenai Peninsula SD



Jen Rinaldi
AAESP Exec. Director



Eric Filardi,
Region Rep., Juneau



Shawna Henderson
Region Rep., Fairbanks

Alaska Association of Elementary School Principals 2024 - 2025 Board of Directors



Leadership, Unity, and Advocacy for Public Education

SCHOOL PRINCIPAL DUTIES

- The Instructional Program
- Student Management
- Safety
- Scheduling
- Hiring / Staffing
- Staff Evaluations
- Staff Performance Management
- Labor Relations
- Improvement Planning
- Communication
- Community Partnerships
- Stakeholder Complaints
- Compliance Reporting
- Budget



Leadership, Unity, and Advocacy for Public Education

EARLY CHILDHOOD EDUCATION

ACSA supports the definition of elementary education to include universal Pre-K, thus ensuring equitable access to fully funded, sustainable, birth to age five learning programs and nutrition services.

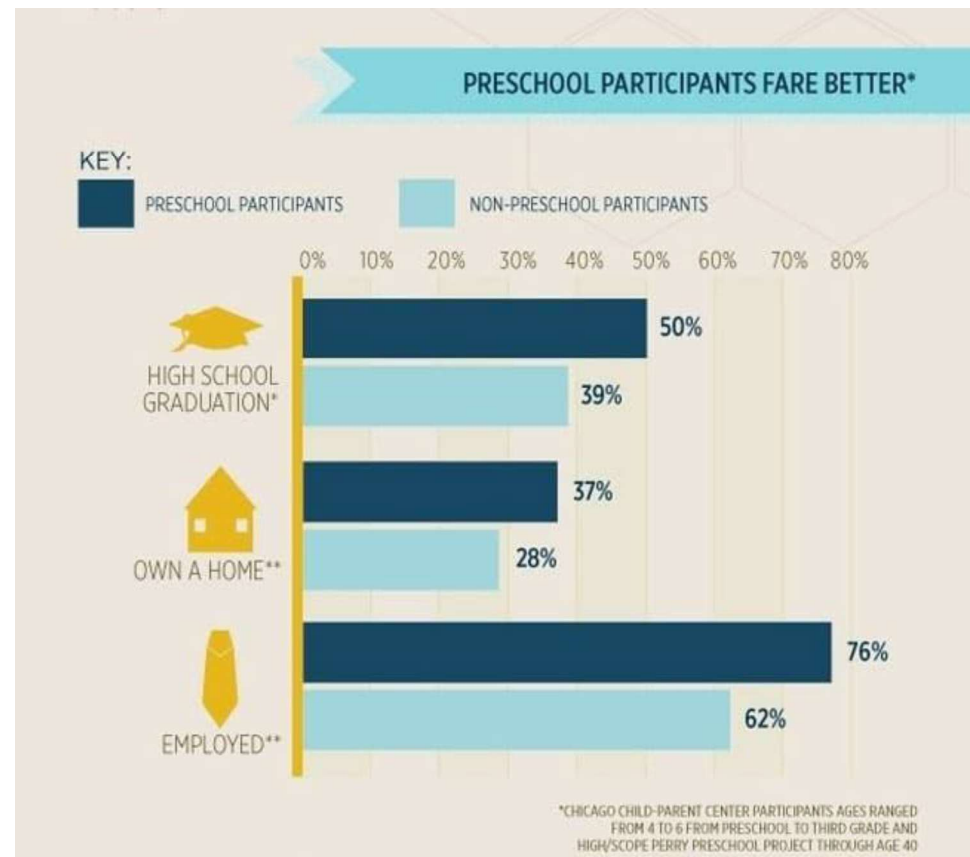
The developmental differences of 3 and 4 year old pre-K children require developmentally appropriate instructional materials and playground equipment, all of which depends on sufficient funding.

*Page 7 ACSA Joint Position Statements



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EARLY CHILDHOOD EDUCATION



EARLY CHILDHOOD EDUCATION

\$1 
**INVESTED IN EARLY
CHILDHOOD YIELDS A
\$16 RETURN**

INCREASED

- High School Graduation
- College Matriculation
- Economic Development & Personal Income

DECREASED

- Special Education/Remediation
- Dependence on Social Welfare
- Crime-related Costs & Incarceration Rates



ALASKA READS ACT

As the Alaska READS Act acknowledges, early intervention, instruction and parent/family education are the most effective ways to create the greatest opportunity for all students to read proficiently by third grade and minimize the dropout rate.

To achieve this goal it is imperative for students to have adequate instructional time and access to public education by age 3. ACSA supports adequate, sustainable early childhood education funding as part of the base student allocation – including full (1.0) ADM funding for pre-K students.

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ALASKA READS ACT



Leadership, Unity, and Advocacy for Public Education

PREPARING, ATTRACTING, AND RETAINING QUALIFIED EDUCATORS

ACSA supports strengthening statewide and national recruiting efforts along with a renewed commitment to growing our own educators, teachers, paraprofessionals, counselors, principals, and superintendents.

We encourage the state to invest in robust mentorship and induction programs for new teachers and education leaders to provide support during their initial years including: reducing turnover, improving retention by fostering a supportive professional environment, job-alike support and professional development opportunities for veteran educators to share best practices, and collaborate with peers.

*Page 5 ACSA Joint Position Statements



ATTRACT AND RETAIN QUALIFIED EDUCATORS

Cost of teacher turnover

District-level Turnover Expenditures per Teacher, by Cost Category

	Separation	Recruitment	Hiring	Orientation and training	Performance productivity	Preparation
Per-teacher cost calculation	\$2,448.95	\$1,910.35*	\$4,901.91	\$11,169.86	(not calculated)	(not calculated)
Percent of cost	11.99%	9.35%	23.99%	54.67%	.	.
Expenses included	Administrative, maintenance, security tasks	Job fairs, advertising	Screening applicants, interviews, administrative processes	PD, onboarding, new teacher support		
Total calculated cost per teacher: \$20,431.08						

*Excludes wages – material costs only

ATTRACT AND RETAIN QUALIFIED EDUCATORS

In Alaska high teacher turnover correlated with poor student achievement

	Average Teacher Turnover	Average Percent of students scoring proficient in Reading
5 Lowest Turnover Districts	8.7%	85.8%
5 Highest Turnover Districts	37.9%	46.9%



Cost of Teacher Turnover

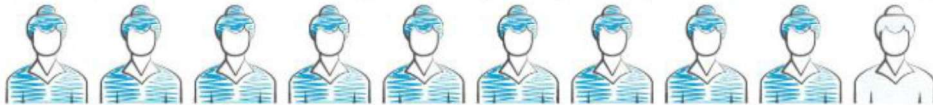
- ISER Study – 2017
 - Every time Alaska replaces a teacher, it costs the school district a minimum of over \$20,000
- RAND Study – 2019
 - Average cost to replace a principal is \$75,000
- Ronfeldt, Loeb, and Wyckoff – 2013
 - Students in grade-levels with higher turnover score lower in both ELA and 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



ATTRACT AND RETAIN QUALIFIED EDUCATORS

The facts about teacher turnover

9 out of 10 teachers hired each year are replacing colleagues who've left voluntarily¹



More than two-thirds of teachers quit before retirement¹



Teachers at Title I schools turnover at rates:²

50% higher than other schools



70% higher in math and science



RETIREMENT SYSTEMS

ACSA calls on the Legislature to provide and fund a public pension system or viable alternative retirement system that fairly compensates all district staff who devote many years to Alaska's children.

According to a 2022 study by the Economic Policy Institute, the average teacher earns 26.4% less than other professionals with college degrees. This gap must be offset by providing an excellent benefits package, including a robust, defined benefit retirement system.

*Page 5 ACSA Joint Position Statements



Why educators are leaving and staying in Alaska

Why they leave

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

Why they stay

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



Principal Rick Dormer

President, Alaska Association of Secondary School Principals

Ketchikan High School



Leadership, Unity, and Advocacy for Public Education



Rick Dormer
President
Ketchikan
School District



Brendan Wilson
Past-President
Anchorage
School District



David Nogg
President-Elect
Anchorage
School District



Lillian Boron
NASSP Region VII
State Coordinator
Haines Borough School District



Teriscovkya Smith
Region I Director
Nome School District



Jeni Mason
Region II Director
Denali Borough
School District



Shonia Werner
Region III Director
Kenai Peninsula Borough
School District



Jen Palmisano
Region IV Director
Anchorage School District



Mike Nigus
Region V Director
Annette Island School
District



Alicia Miner
Region VII
Director
Lower Kuskokwim
School District



Patricia Farren
Region VIII Director
Matanuska-Susitna
Borough School District



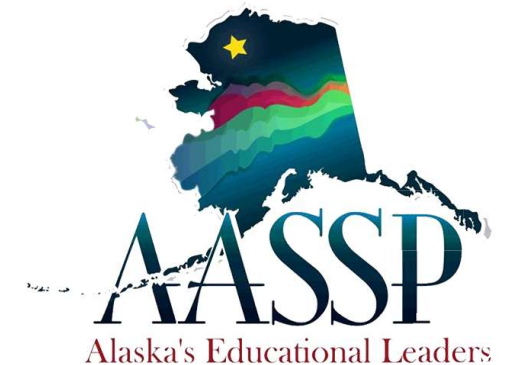
Tracy Smith
AP at Large
Director
Kenai Peninsula



Dr. Lisa S. Parady
AASSP Executive Director

Alaska Association of Secondary School Principals

2024-2025 Board of Directors



CAREER AND TECHNICAL EDUCATION

ACSA fully supports continued and increased targeted funding for voluntary internships and pre-apprenticeship programs that prepare students for high-demand, high-skill, high wage jobs, as well as dual credit offerings that provide students opportunities to obtain an occupational certification or credentials.

*Page 8 ACSA Joint Position Statements



CAREER AND TECHNICAL EDUCATION



42%

Of CTE
participants
are female

40%

Are economically dis-
advantaged

28%

Are NTO*

12%

Are in disabled

10%

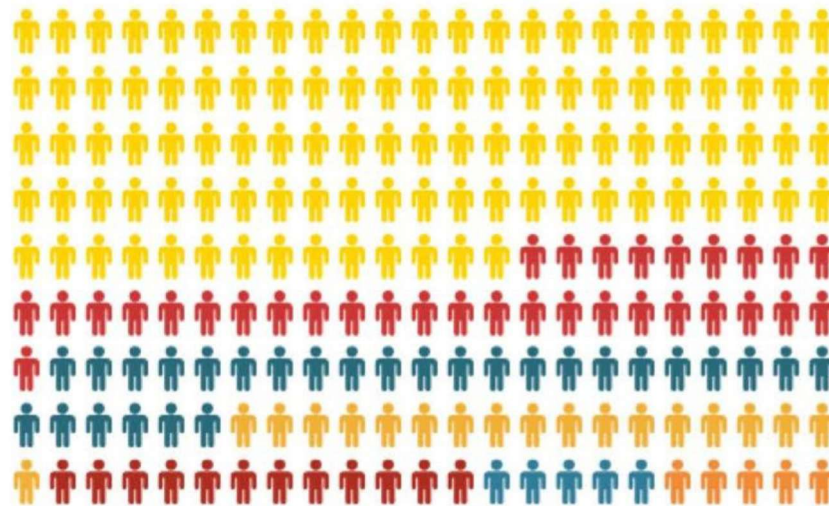
Are migrant

8.8%

Are English Learners

* Nontraditional Occupations

DEMOGRAPHICS



👤 Caucasian— 51%; 👤 Alaska Native—16%; 👤 Two or
more races—14%; 👤 Hispanic—8.6%; 👤 Asian—5.7%;
👤 Pacific Islander—2.3%; 👤 Black—2.3%



SCHOOL SAFETY

ACSA advocates for safe and secure schools as a catalyst for the prevention of school crime and violence. We emphasize the importance of preventative as well as reactionary measures to ensure school safety.

ACSA supports improving the safety, physical and mental well-being of our children, knowing this is critical to increasing student achievement.

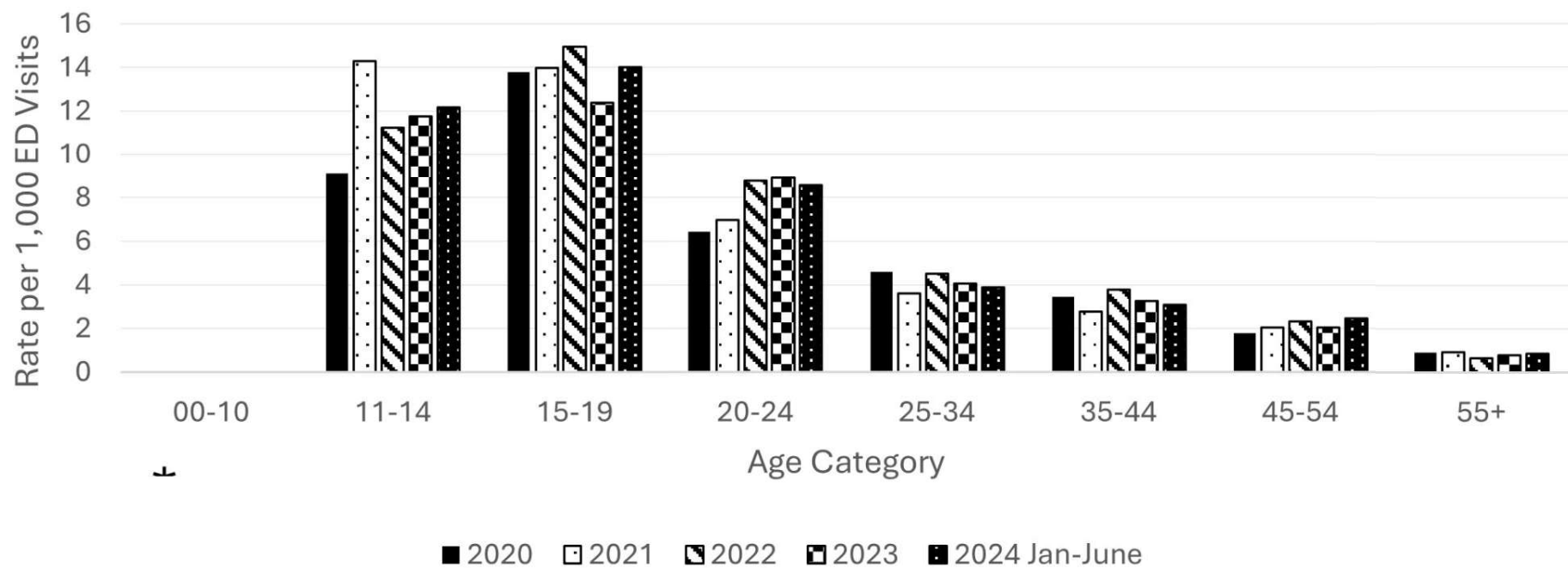
SOCIAL, EMOTIONAL AND MENTAL HEALTH

ACSA supports targeted funding to enable schools to recruit, retain, and increase students' access to school counselors, school social workers, school psychologists, nurses, and mental health specialists and to provide additional professional development for all staff to meet the increasing and diverse needs of all students.

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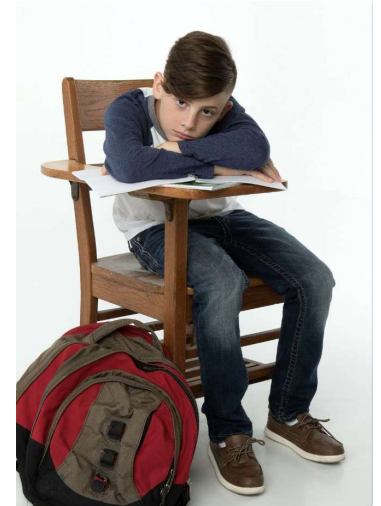


Rate of Suicide Attempt-Related ED visits per 1,000 ED visits by age group- Alaska, 2020-June 2024



A 2023 Learning Policy Institute study directly linked **MENTAL HEALTH SUPPORTS** and **SCHOOL SAFETY**.

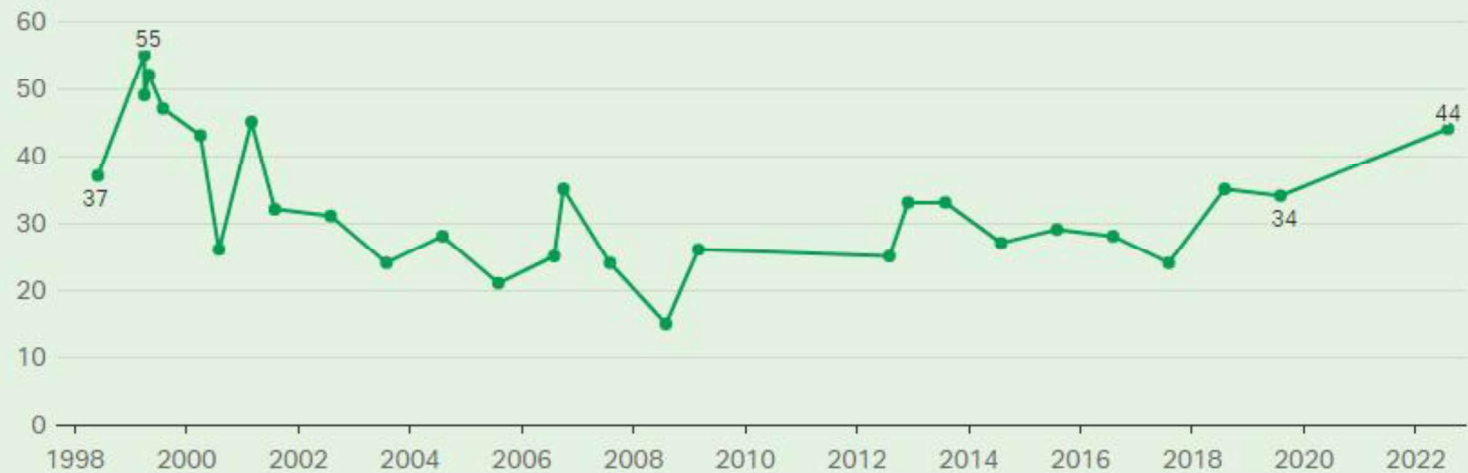
- Increase student access to mental health and counseling resources.
- Invest in integrated support systems and community schools to connect students and families to needed supports.
- Adopt structures and practices that foster strong relationships.
- Invest in restorative practices



U.S. K-12 Parents' Concern About Their Child's Safety at School

Thinking about your oldest child, when he or she is at school, do you fear for his or her physical safety?

— % Yes, fear



1977 data not shown (24%)

[Get the data](#) • [Download image](#)

GALLUP®



U.S. K-12 Parents Saying Their Child Has Expressed School Safety Concerns

Have any of your school-aged children expressed any worry or concern about feeling unsafe at their school when they go back to school this fall?

— % Yes, expressed concern



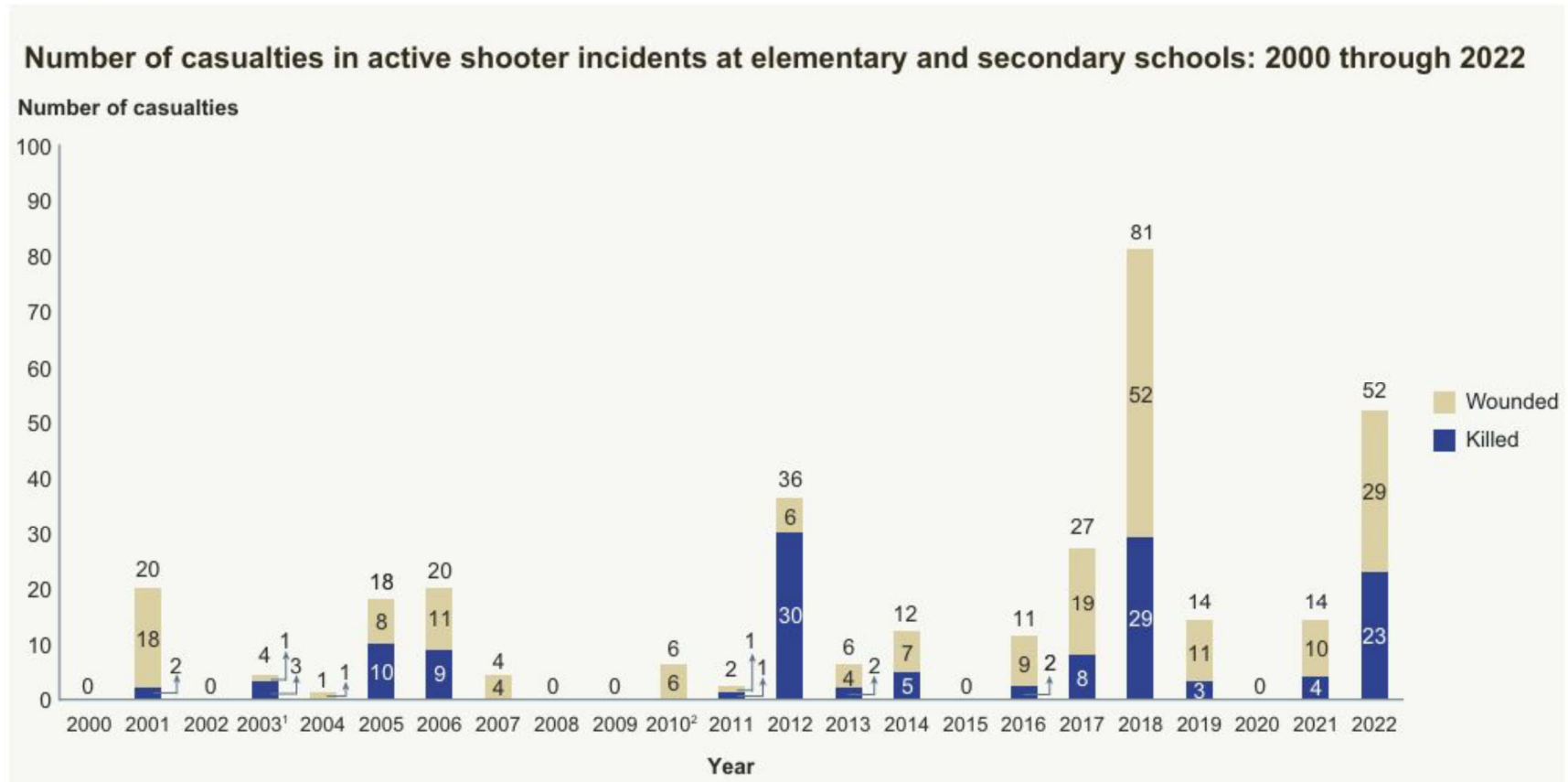
March 2001 wording was "Have any of your school-aged children expressed any worry or concern about feeling unsafe at their school when they go to school?" October 2006 and March 2009 question wording was "Have any of your school-aged children expressed any worry or concern about feeling unsafe at their school?"

[Get the data](#) • [Download image](#)

GALLUP®



FIGURE 1.



PREPARING, ATTRACTING AND RETAINING QUALIFIED EDUCATORS

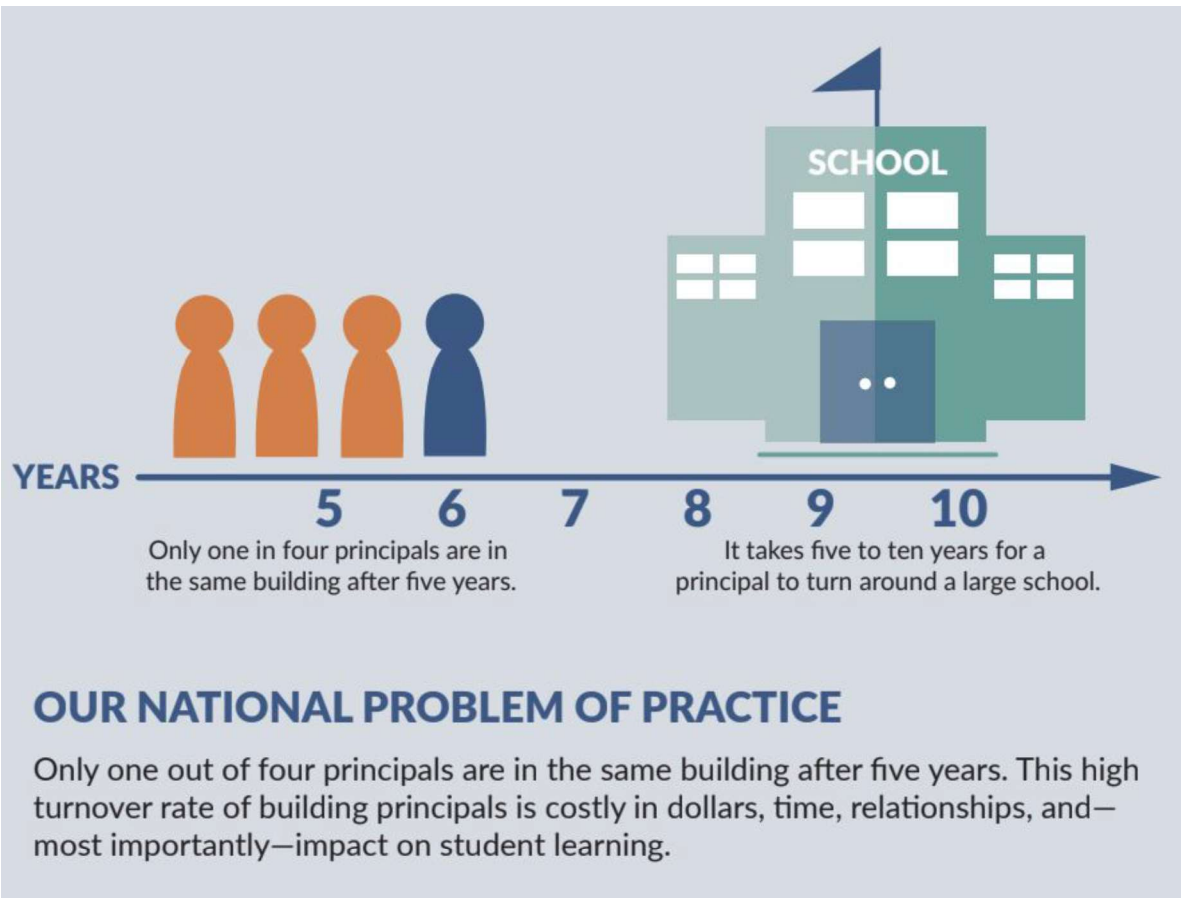
Recruiting and retaining highly effective educators and leaders is imperative to increase student achievement and eliminate academic disparity for all of Alaska's students.

According to a survey done by the Governor's Task Force on Teacher Retention and Recruitment, of over 3700 Alaskan educators, the top issues related to retention status are: Salary and Benefits

*Page 4 ACSA Joint Position Statements



Administrator Recruitment and Retention





PERSONALIZED
MENTORING



PROFESSIONAL
NETWORKING



ADVANCEMENT OF
LEADERSHIP SKILLS

***Through FY24, 230 mentees and more than 77% of Alaska's school districts have been served since the beginning of the program in SY 2018-2019**

***Over 2,657 individual principal mentor meetings with over 1780 hours of mentoring since 2018**

***Program growth: ASLA participation has almost quadrupled in size since program inception**

Thank you to our partner organizations.

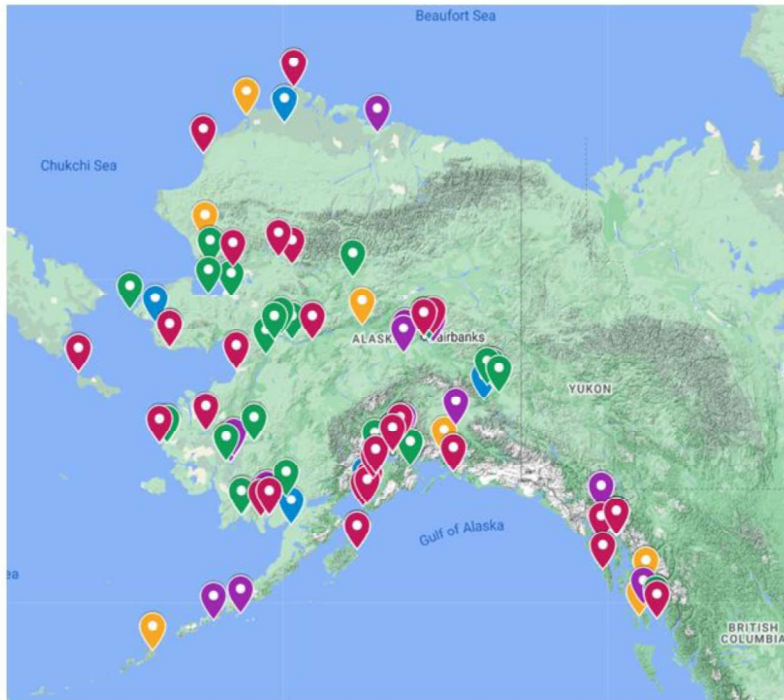


This program is funded in part by the Alaska Department of Education and Early Development (DEED) Title IIA allocations.



Leadership, Unity, and Advocacy for Public Education

Principals trained across Alaska 2018 - 2024



- Six cohorts
- Two-year induction

230 ASLA Principals & APs

39 Alaska School districts (77%)

186 Alaska Schools (about 36%)

68% 1st Year Principals who complete a 2nd Year in ASLA*



Leadership, Unity, and Advocacy for Public Education

Superintendent Clayton Holland

Alaska Superintendents Association President
Kenai Peninsula Borough School District



Leadership, Unity, and Advocacy for Public Education



Clayton Holland,
President
Superintendent
Kenai Peninsula
Borough School
District



Dr. Roy Getchell,
Past-President
Superintendent
Haines Borough
School District



Randy Trani,
President-Elect
Superintendent
Mat-Su Borough
School District



Madeline Aguillard,
Secretary/Treasurer
Superintendent
Kuspuk School
District



Patrick Manning
Director, Seat A
Superintendent
Nenana City
School District



Dan Polta,
Director, Seat B
Superintendent
Denali School
Borough School
District



Terri Walker,
Director, Seat C
Superintendent
Northwest Arctic
Borough School
District



Kasie Luke,
Director, Seat D
Superintendent
Lake And
Peninsula School
District



Dr. Luke Meinert,
Director, Seat E
Fairbanks North
Star Borough
School District



Frank Hauser,
AASA Governing
Board
Juneau School
District

Alaska Superintendents Association 2024-2025 Board of Directors



Leadership, Unity, and Advocacy for Public Education

Constitutional Duty

Priority Funding for Public Education

The State of Alaska has a constitutional responsibility to provide timely, reliable, and predictable revenue for schools, funding the actual cost of education in all districts and to provide full and equitable funding for all initiatives, laws, and mandates that require additional resources.

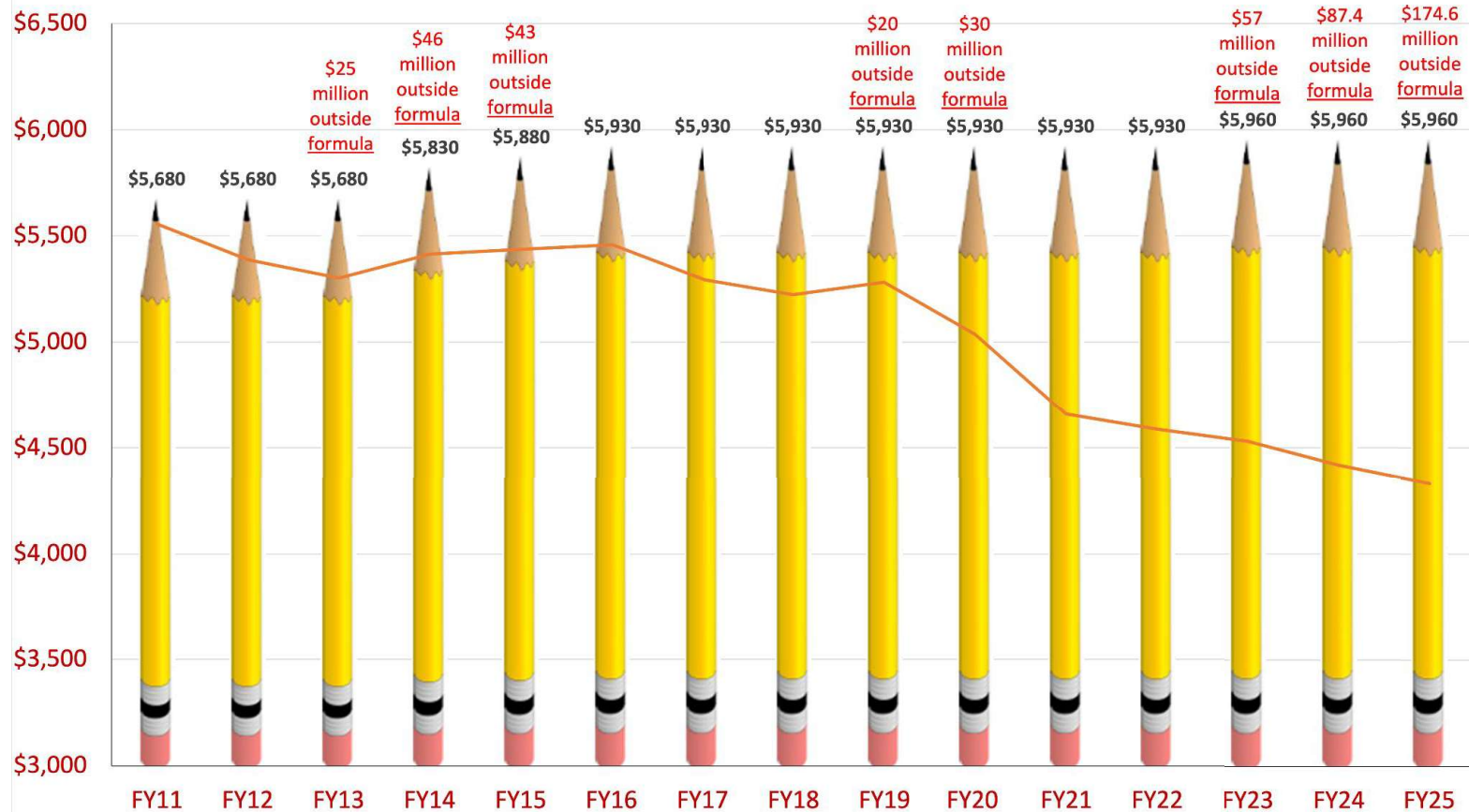
Early notification of funding and predictable funding are crucial to sound financial management, as well as recruitment and retention of quality educators.

*Page 2 ACSA Joint Position Statements



**Alaska K-12 Funding
Base Student Allocation
Fiscal Year 2011 - 2025**

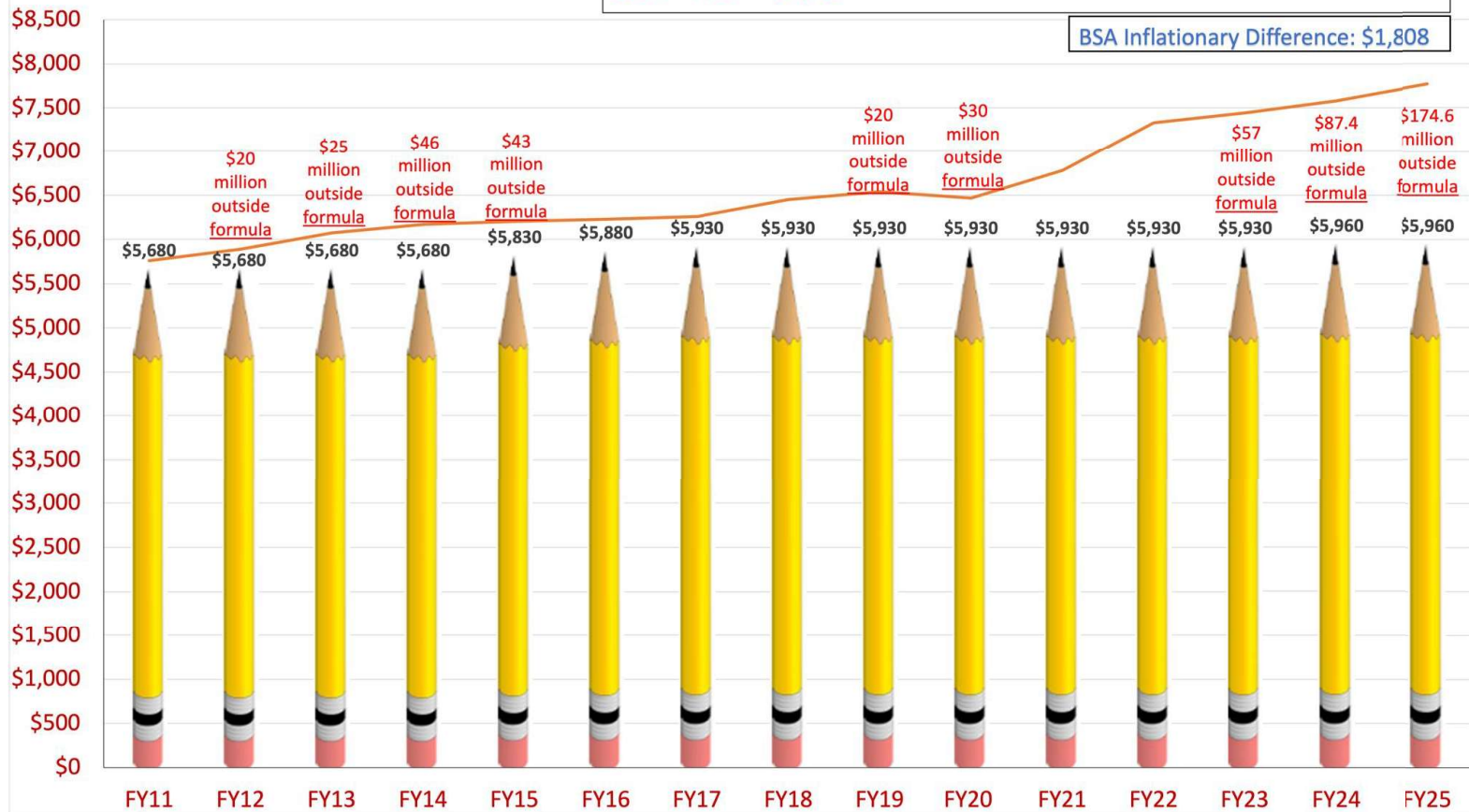
Data source: Legislative Finance
Line shows inflation adjusted to FY11 value
BSA of \$5,960 in FY25 has an FY11 value of **\$4,419**



Leadership, Unity, and Advocacy for Public Education

**Alaska K-12 Funding
Base Student Allocation
Fiscal Year 2011 - 2025**

Data source: Urban Alaska Annual CPI-U
Line shows what the BSA would have been if inflation adjusted since 2011 - FY25 = **\$7,769**



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



Proposed State Budgets and Change since 2017 (in millions\$)

SOA Department Summary Comparison FY17 to FY26

Based on the Governor's proposed budget for FY26, dated 12/12/24

Department	FY17	FY26	\$ Change	% Change
Administration	329,699.30	334,572.50	4,873.20	1.5%
Commerce	231,360.30	240,515.50	9,155.20	4.0%
Corrections	315,917.40	481,123.20	165,205.80	52.3%
DEED Operations	1,614,209.10	1,622,465.50	8,256.40	0.5%
<i>DEED K-12 Support for Districts</i>	<i>1,281,045.30</i>	<i>1,206,270.90</i>	<i>(74,774.40)</i>	<i>-5.8%</i>
<i>Other DEED Operations</i>	<i>333,163.80</i>	<i>416,194.60</i>	<i>83,030.80</i>	<i>24.9%</i>
Environmental Conservation	83,819.20	114,693.80	30,874.60	36.8%
Family and Community Services	-	492,749.70	492,749.70	100.0%
Fish and Game	203,720.20	267,504.50	63,784.30	31.3%
Governor	25,880.40	34,861.90	8,981.50	34.7%
Health	2,729,831.90	3,529,135.10	799,303.20	29.3%
Labor and Workforce	163,802.40	181,245.20	17,442.80	10.6%
Law	84,458.50	133,250.30	48,791.80	57.8%
Military and Veterans Affairs	57,288.90	66,817.10	9,528.20	16.6%
Natural Resources	155,984.60	188,853.00	32,868.40	21.1%
Public Safety	189,033.40	347,333.10	158,299.70	83.7%
Revenue	397,505.20	506,170.40	108,665.20	27.3%
Transportation	585,287.80	804,099.90	218,812.10	37.4%
University of Alaska	899,796.50	1,111,093.20	211,296.70	23.5%
Judiciary	110,439.20	159,387.70	48,948.50	44.3%
Legislature	65,549.20	92,099.30	26,550.10	40.5%
Total Statewide Items	8,243,583.50	10,707,970.90	2,464,387.40	29.9%

https://omb.alaska.gov/ombfiles/26_budget/FY26Gov_dept_summary_all_funds_12-12-24.pdf

https://omb.alaska.gov/ombfiles/17_budget/Department_Summary_All_Funds_6-29-16.pdf

MAJOR MAINTENANCE

ACSA strongly advocates for comprehensive safety improvements that adhere to both federal and state mandates, while also incorporating modern best practices in safety protocols.

Reliable investment in school major maintenance as needs arise will save the state from future costs, preserving resources and ensuring the longevity of current facilities.

*Page 4 ACSA Joint Position Statements / *Page 3 ACSA Joint Position Statements



Ongoing Challenges: Deferred maintenance

Growing maintenance needs, limited state funding

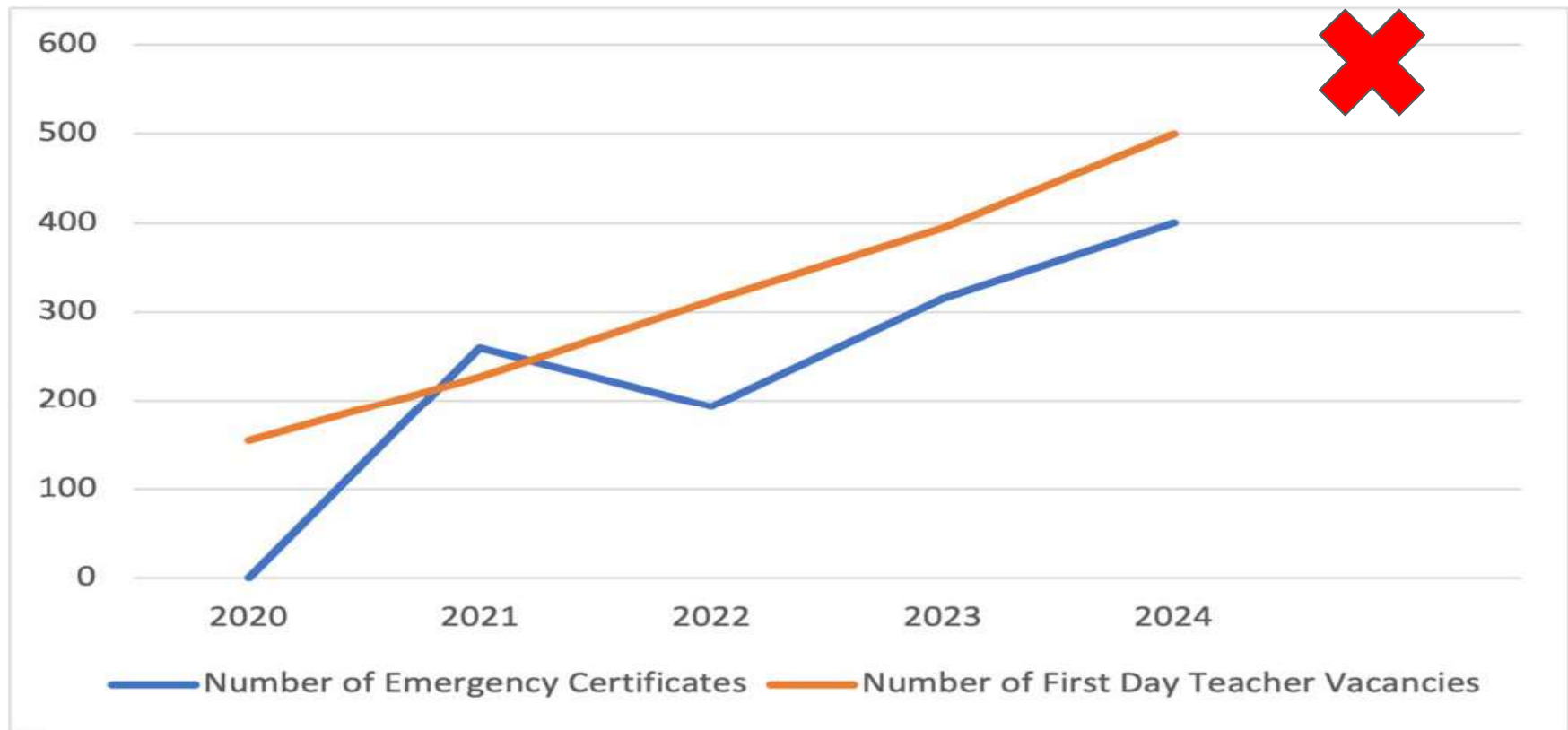
- Average building age: 45 years
- 83 buildings are over 60 years old

Current backlog:

Over \$330 million and growing



First Day Teacher Vacancies in Alaska



Educator Turnover

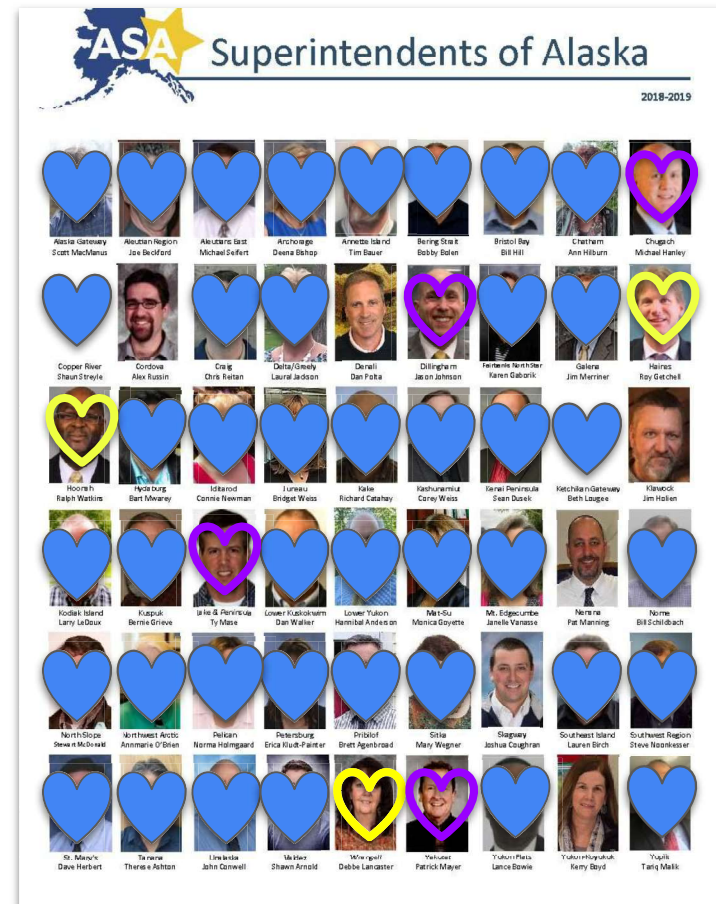
The PK-12 Instability Equation

Superintendent
Turnover

+ Principal Turnover

+ Teacher Turnover

Instability



Leadership, Unity, and Advocacy for Public Education

New Superintendent Induction and Support Program



Superintendent Turnover

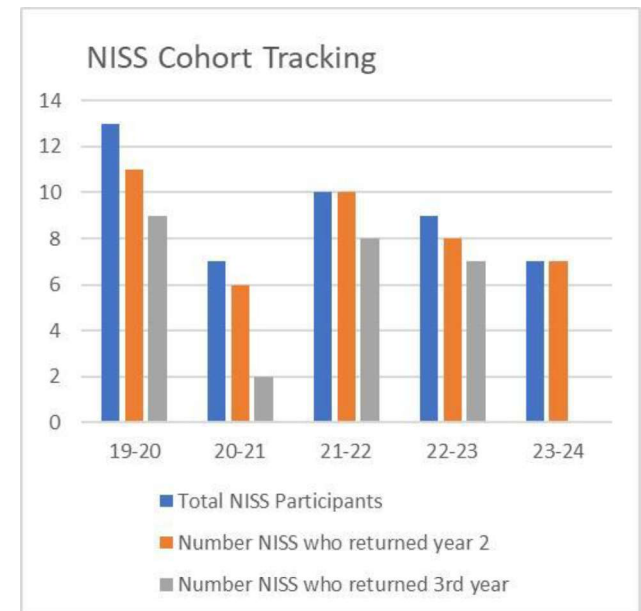
- ASA provides voluntary in-depth on the job learning opportunities to first and second year superintendents relevant to the Alaska school district and superintendent experience and
- ASA provides individual support through a research-based mentoring program



New Superintendent Induction and Support Program



- Program began in 2014/2015
- In the last 6 years
 - 79% of current superintendents have participated in the program
 - 100% of 2023-2024 first year superintendents returned to their position this school year
 - 89% of the 2024-2025 cohort are on track to return for their second year



Alaska Association of School Business Officials



Phil Hulett
President,
Alaska Association of
School Business Officials



Katie Parrott
President-Elect,
Alaska Association of
School Business Officials



Alaska Association of School Business Officials



OUR MISSION:
To promote the highest standards in school business practices

OUR VISION:
Educating stakeholders in the effective use of resources for the benefit of Alaska's children

OUR VALUES:
ethical standards • sharing knowledge and expertise • advancing the interests of all members
• accurate, objective, consistent information • collegiality • efficiency • collaboration



Leadership, Unity, and Advocacy for Public Education

Priority Funding for Public Education

- Fiscal Cliff
 - The lack of a permanent increase inside the formula has exacerbated the impact of prolonged flat funding, historic inflation, and rising costs in health care, transportation, operations, and maintenance.
 - These factors have eroded the purchasing power of schools, making it impossible to maintain high academic achievement and meet accountability requirements across the Alaska public school system.
- ACSA opposes cost shifting state expenditure responsibilities to local governments.



Instructional (Functions 100-400) = 74%

- Instruction
- Special Education Instruction
- Special Education Support
- Support Services – Student
- Support Services – Instruction
- School Administration (Principals)

DEED Uniform Chart of Accounts:

https://education.alaska.gov/publications/chart_of_accounts.pdf



Non-Instructional (Functions 450-780)= 26%

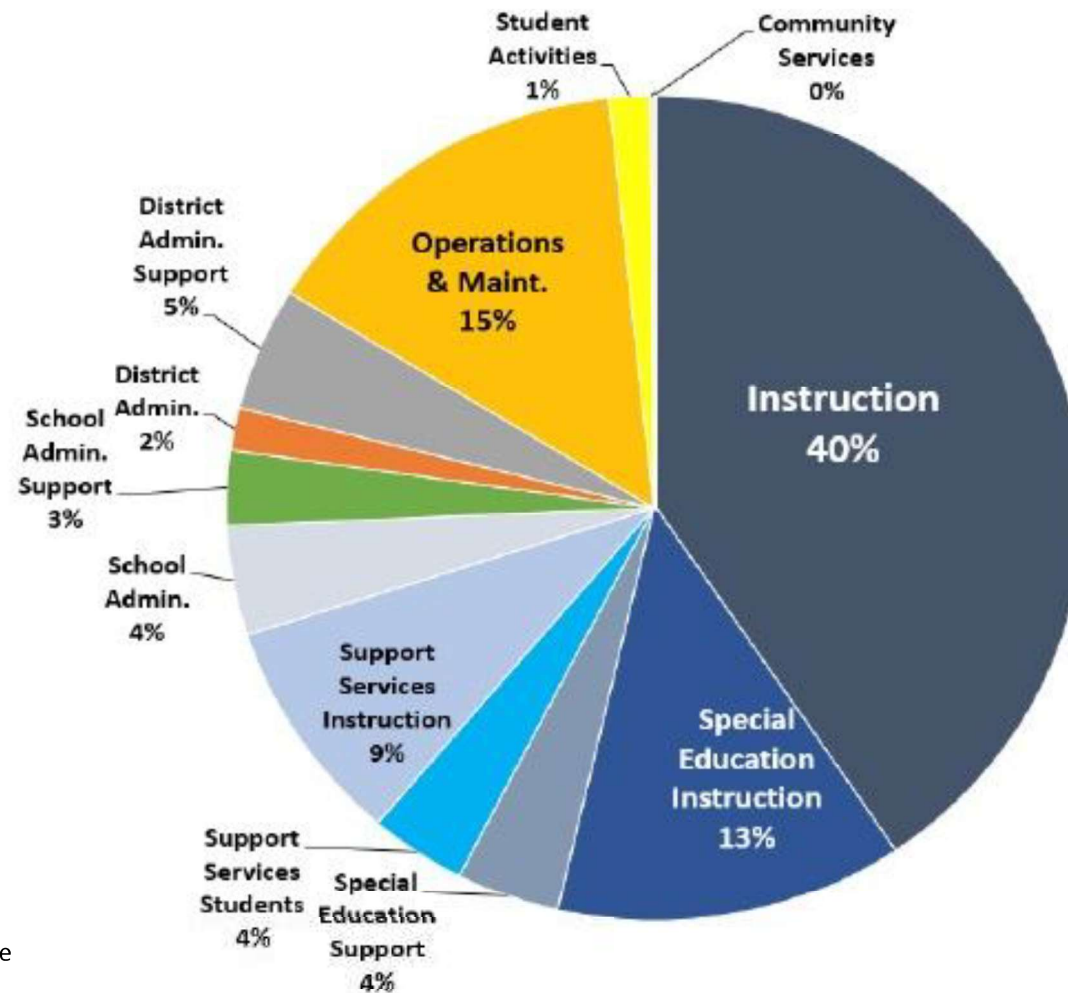
- School Admin Support
- District Administration
- District Admin Support
- Operations & Maintenance – 15%
- Student Activities – 1%
- Community Services

DEED Uniform Chart of Accounts:

https://education.alaska.gov/publications/chart_of_accounts.pdf



FY24 School District Expenditures



Source: Legislative Finance Office



Leadership, Unity, and Advocacy for Public Education

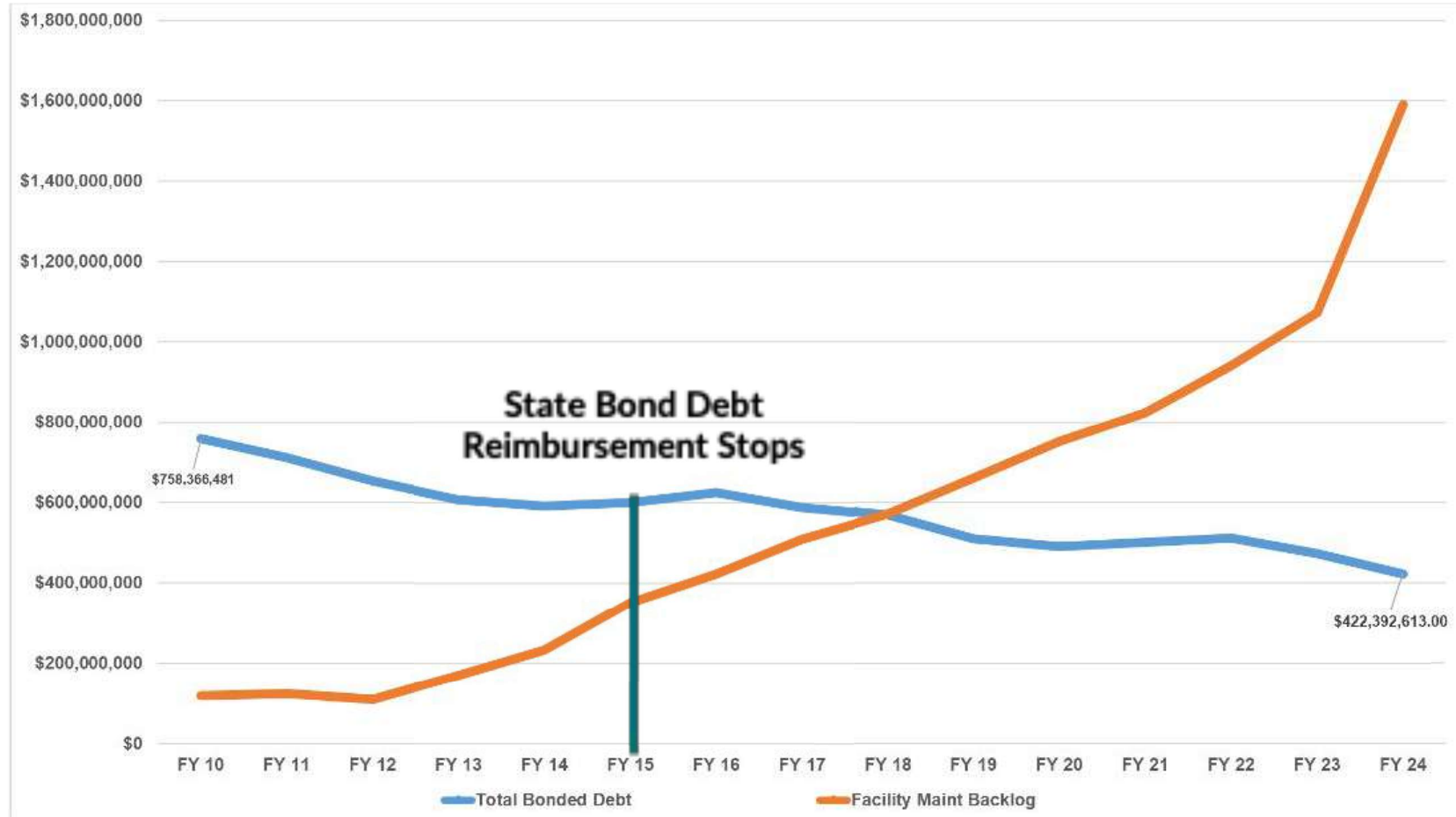
School Bond Debt Reimbursement

ACSA urges the legislature to reject a moratorium on school bond debt reimbursement in the future. Due to the moratorium on school bond debt reimbursement, many districts deferred school construction projects that resulted in deterioration and long-term damage, leading to unsafe conditions and higher costs to school districts.

Additionally, funds for REAA school major maintenance and construction are tied to the amount of bond debt reimbursement. The 10-year moratorium on bond debt reimbursement had lasting effects on the capitalization of that fund and led to the deterioration of facilities in communities served by REAAs.



Anchorage School District Maintenance Backlog

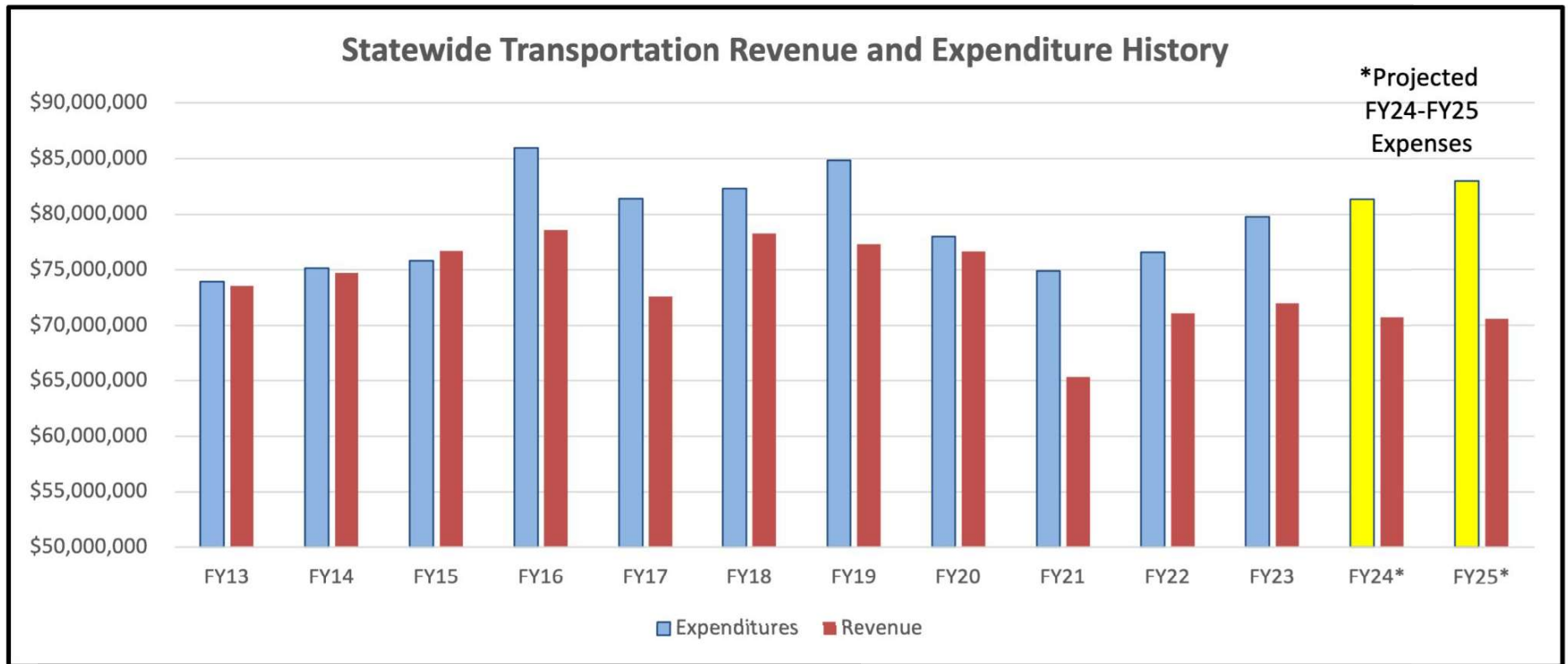


Transportation Funding

State transportation funding has not increased since 2016, although costs have increased almost 40%. Without this increase, our responsibility to ensure a free and appropriate public education for students is compromised, and districts will not be able to provide Alaska's students with safe, reliable, accessible transportation from home to school in accordance with Alaska statute.



Transportation Funding



Education is Accountable

- DEED Approved Budgets Publicly Published
- Annual Financial Audits
- GEER/ESSER Reporting Requirements through DEED for COVID Expenditures
- TRS/PRS Audits
- Title I comparability reporting
- Program Audits
- Fund Balance Reporting
- Per Pupil Allocation
- Grant funding Monitoring – SPED, Title I, Competitive Awards
- NSLP/Food Service Annual Audit
- Special Award Audits as Required by Funding Agency
- DEED Quarterly Reimbursement Reports



Education is Accountable

Budgets & Actual Reporting

Overview

School District Operating Budgets are submitted by July 15 of each fiscal year. The department then reviews all school district operating budgets to ensure compliance with Alaska statutes and regulations.

Audited Financial Statements, per [AS 14.14.050](#), require the school board in each school district to obtain an audit of all school accounts for the school year. A certified copy of the audit must be filed with the Commissioner of Education & Early Development by November 15.

Important Dates

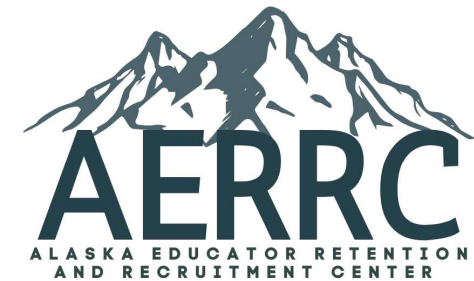
FY2026 District Operating Budget on or before
July 15, 2025

District FY2024 Financial Statement / Audit due
November 15, 2024



Jennifer Schmitz


Alaska Educator Retention and Recruitment Center Director



Leadership, Unity, and Advocacy for Public Education

Alaska Educator Retention and Recruitment Center Branches



TRR Implementation	Alaska Teacher and Personnel	International Hire Support
<p>One part of our mission is to support TRR Playbook implementation and to serve as the center for alignment across the education system. We aim to develop partnerships that expand the capacity to impact change. A central steering committee will foster collaborative solutions and strengthen the retention and recruitment efforts as outlined by the work stemming from the Governor's working group on TRR.</p> <p>TRR PLAYBOOK</p>	<p>ACSA recently acquired AT&P from the University of Alaska. School districts contract with us to use the online hiring platform for posting jobs and finding candidates. Our services currently include hosting trainings and virtual job fairs throughout the year. We will also offer a variety of advertising opportunities to districts. Our team will offer continual support to districts throughout their recruiting and hiring processes.</p> <p>AT&P Job Platform (Applitrack)</p>	<p>With more international hiring happening in Alaska, ACSA is working with an immigration attorney in an effort to become the in-state agency that supports school districts with international hiring. Our plans include assisting with paperwork and hiring as well as offering onboarding and ongoing support to the educators while they are in Alaska. We will be doing this in partnership with the Alaska Department of Labor and Workforce.</p> 



Potential Solutions

RECOMMENDATIONS FROM THE TRR ACTION PLAN

2020

Governor's TRR Working Group
Created

2021

TRR Action Plan Released

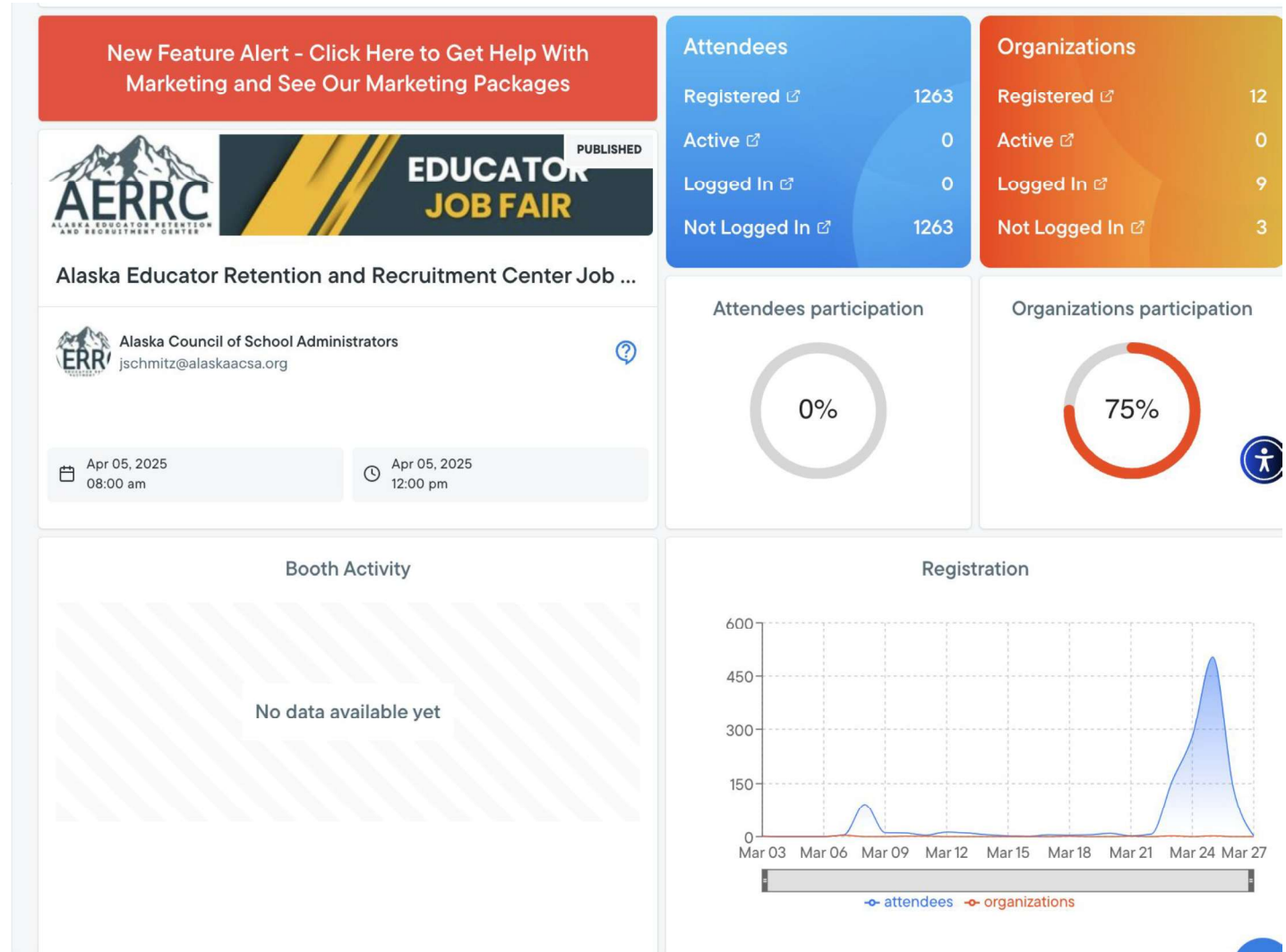
2023

TRR Playbook Implementation
Strategies published



AERRC Virtual Job Fair Saturday, April 5, 2025

5,428 active
applicants on
Alaska Teacher &
Personnel over the
past 12 months,
3,900 are
international
applicants



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

J1 Visa data for FY22

- 91 J1 Visa teachers in Alaska
- 8 Districts are J1 Sponsors

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!**

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.

Questions? Thank you!

Dr. Lisa S. Parady,
ACSA Executive Director
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Leadership, Unity, and Advocacy for Public Education