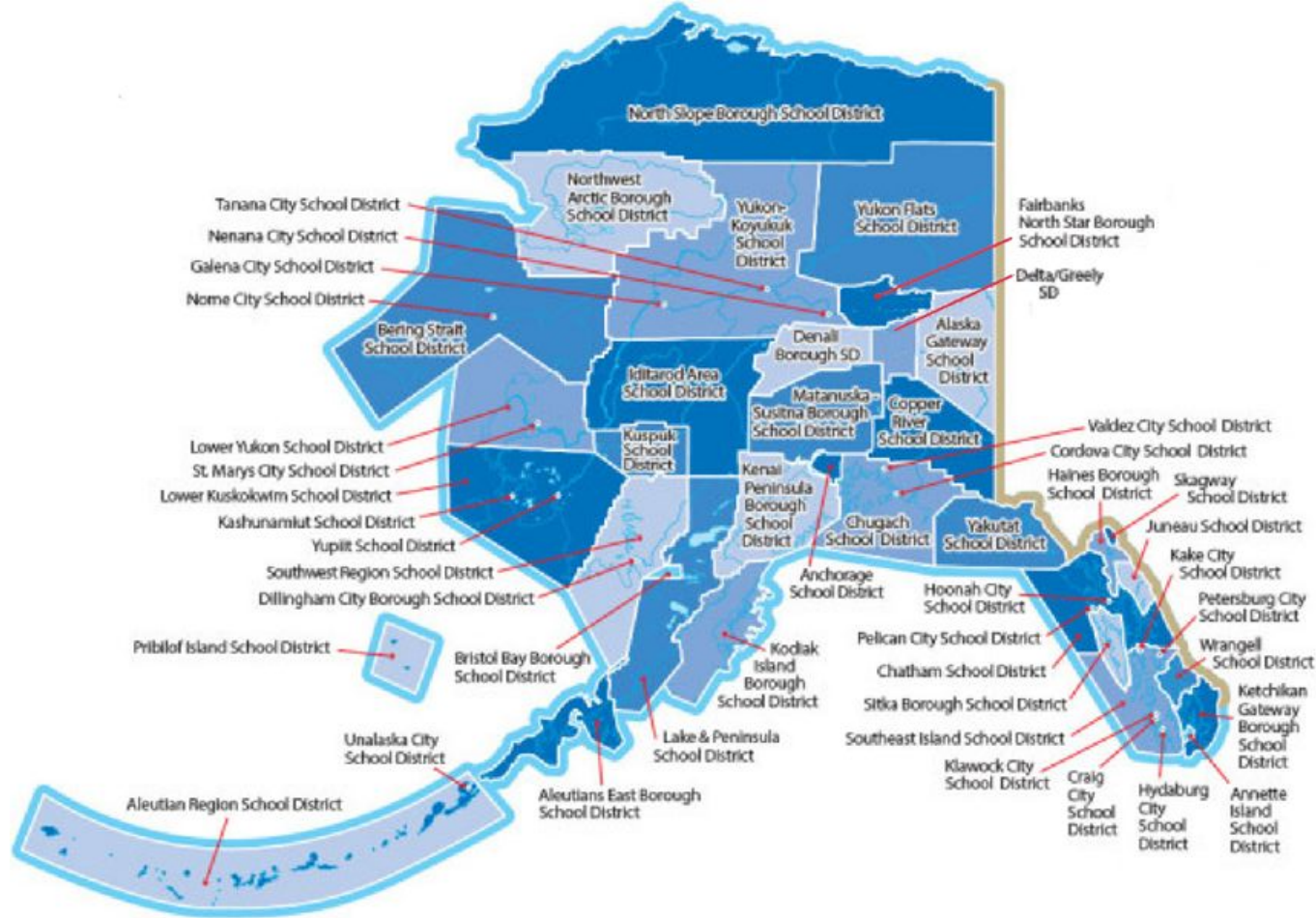


# The Alaska Council of School Administrators



## Overview of The Alaska Educator Retention & Recruitment Center

Presented by  
Dr. Lisa S. Parady, ACSA Executive Director



*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
- Education Leaders from across Alaska



# PREPARING, ATTRACTING, AND RETAINING QUALIFIED EDUCATORS

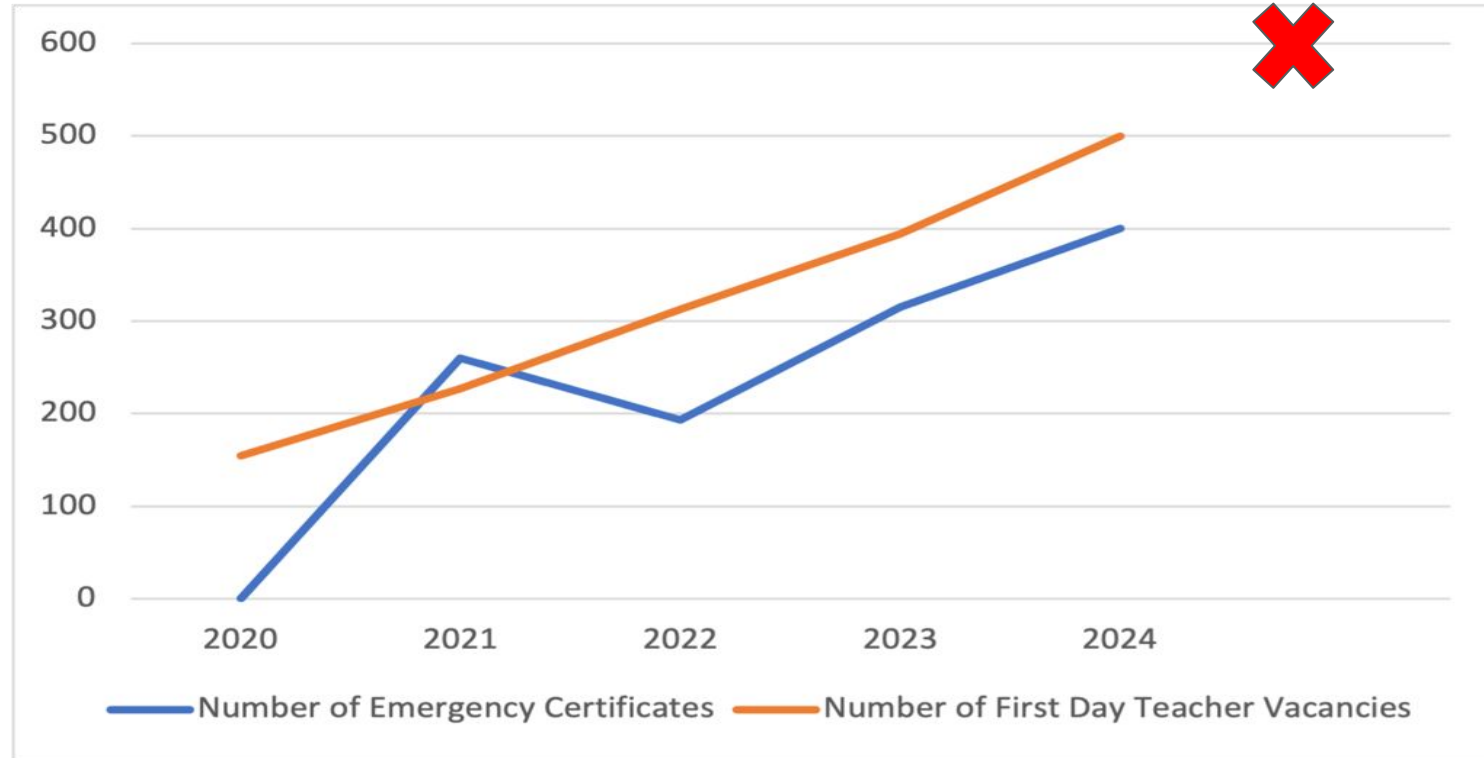
ACSA supports strengthening statewide and national recruiting efforts along with a renewed commitment to growing our own educators, teachers, paraprofessionals, counselors, principals, and superintendents.

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



## First Day Educator Vacancies in Alaska



Source: Alaska Department of Education and Early Development

# RETIREMENT SYSTEMS

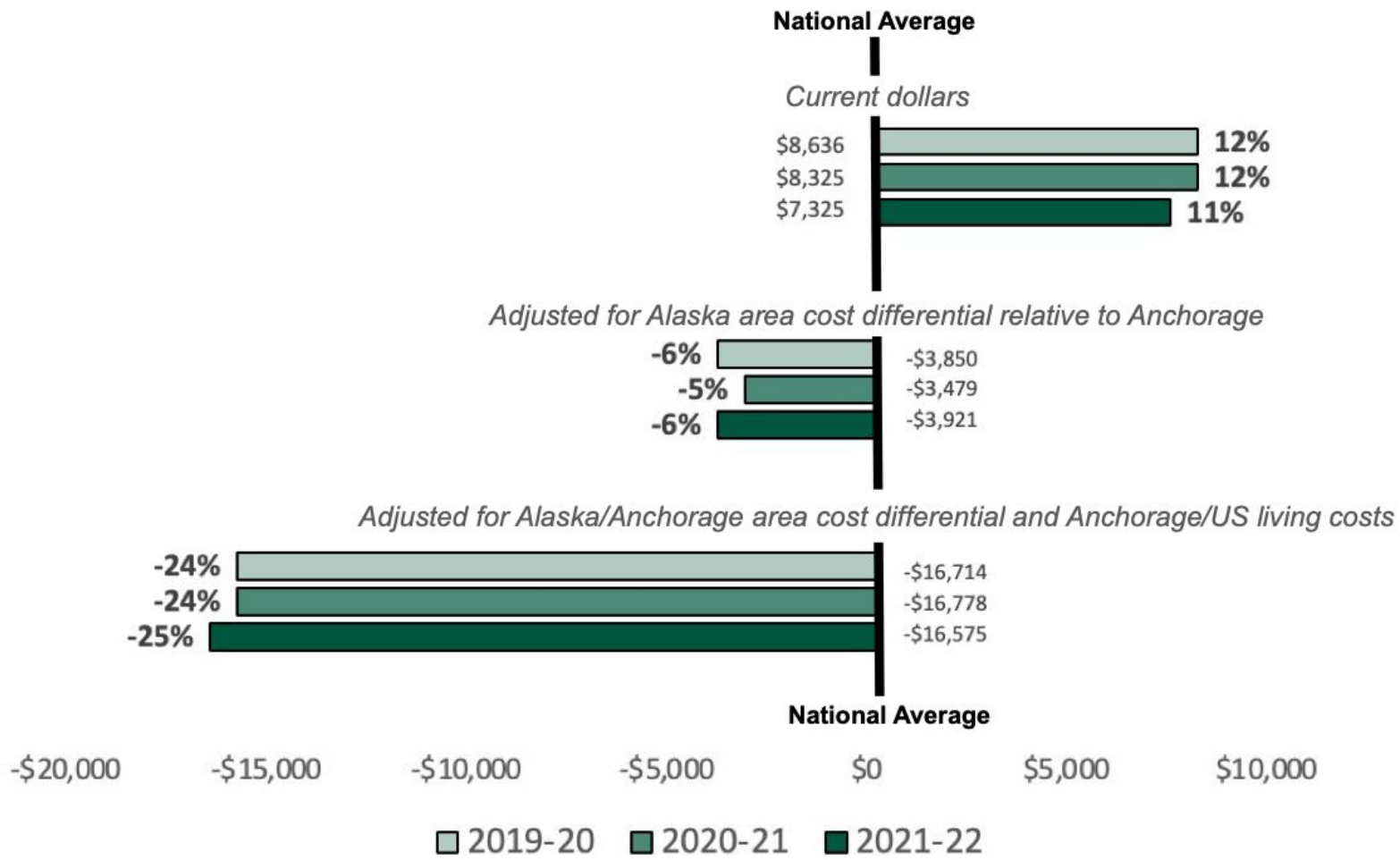
ACSA calls on the Legislature to provide and fund a public pension system or viable alternative retirement system that fairly compensates all district staff who devote many years to Alaska's children.

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



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





# TRR Playbook

## (Teacher Retention and Recruitment)

Kelly Manning, Deputy Director, Division of Innovation and Education  
Excellence

Alaska Department of Education and Early Development

April 14, 2025





# National Teacher Supply and Demand

**2005**

~10,000 Shortage

**2020**

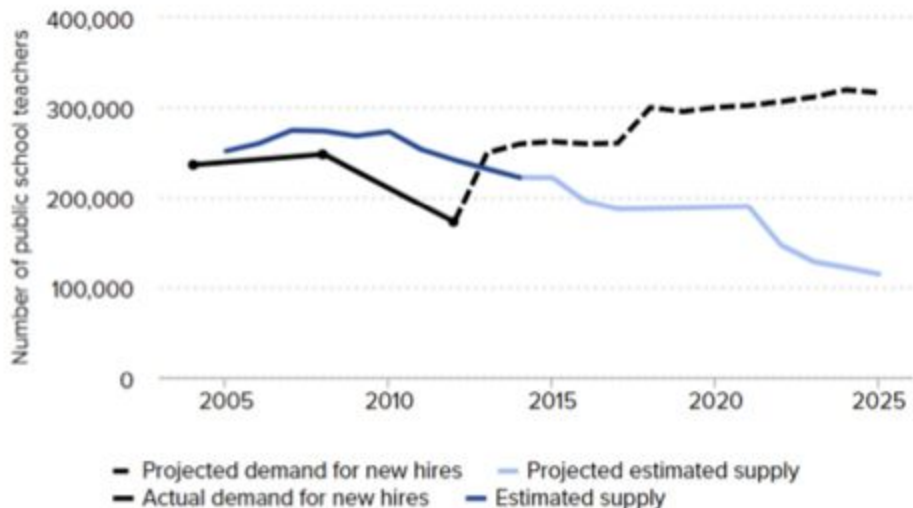
~100,000 Shortage

**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

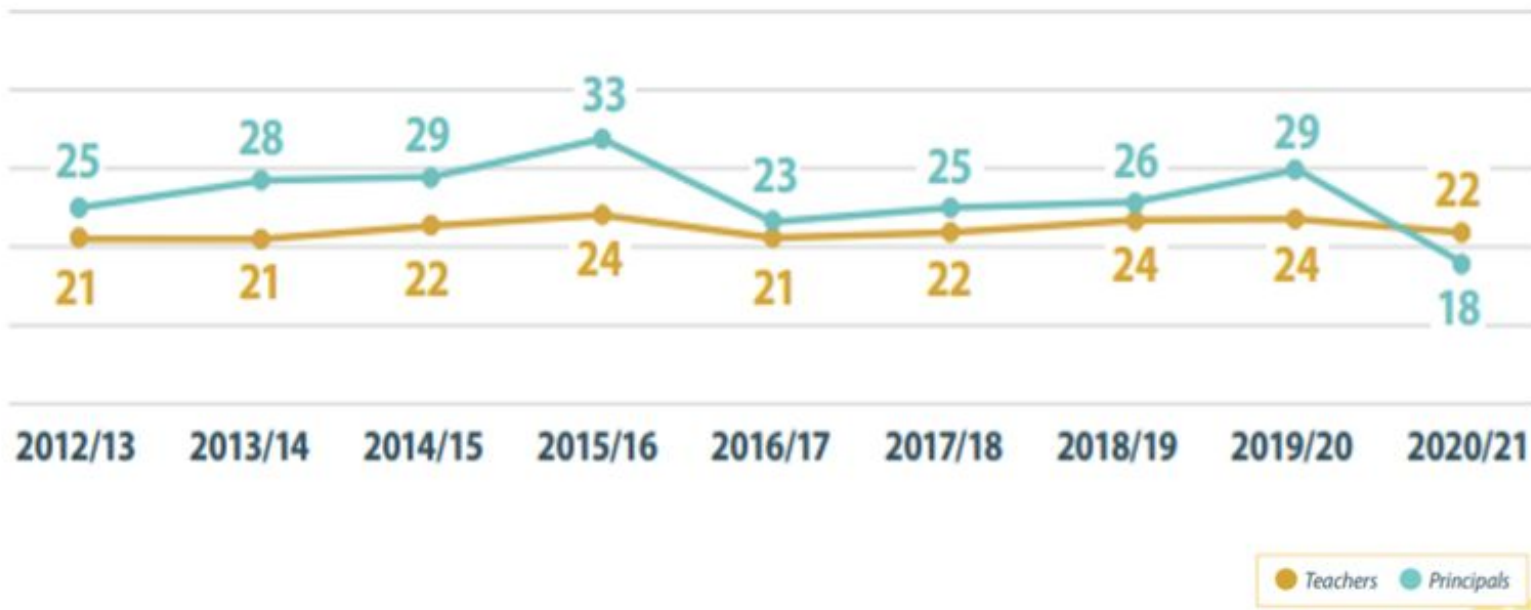


**Note:** The supply line represents the midpoints of upper- and lower-bound teacher supply estimates. Years on the horizontal axis represent the latter annual year in the school year.

**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.

# REL Northwest: Educator Turnover Rates in Alaska

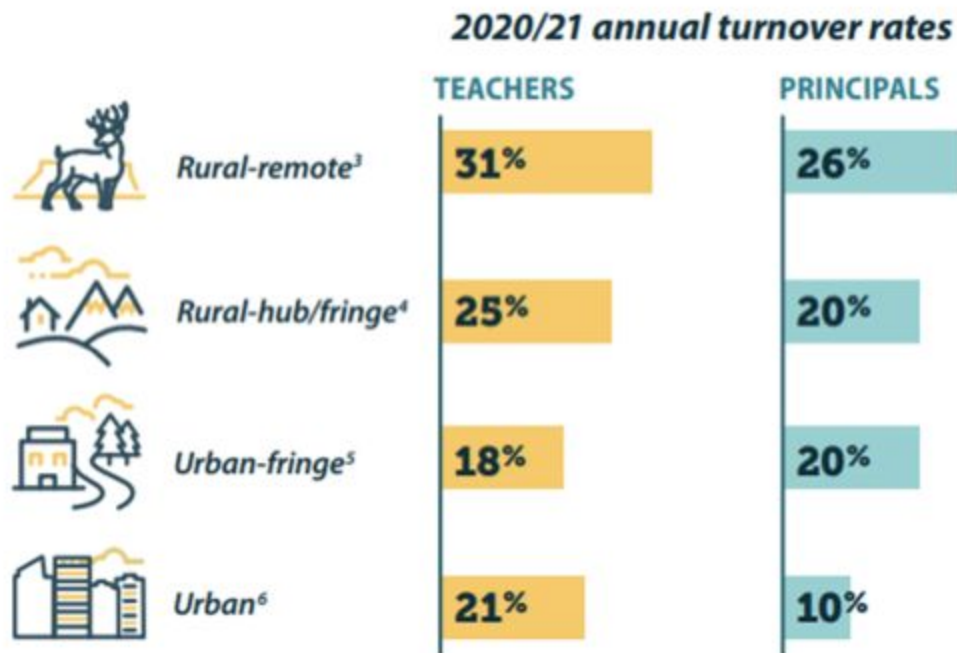
*Annual turnover rates (percent)*



# REL Northwest: Acute Negative Impact to Rural Areas

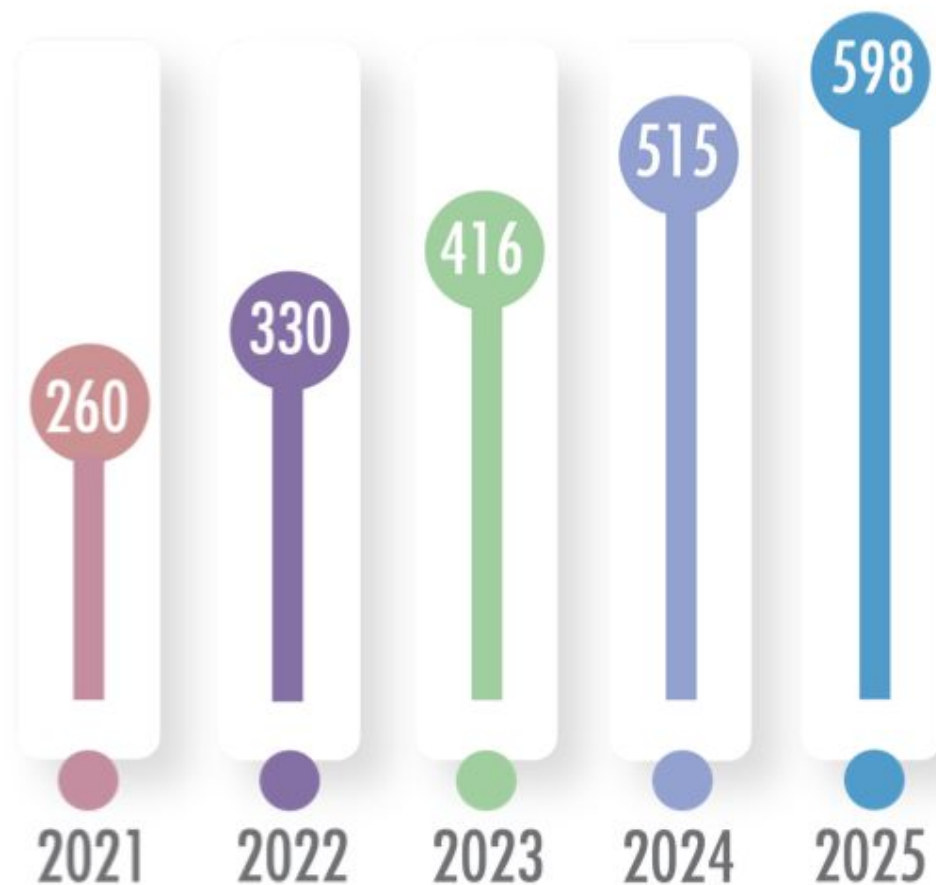
**10%** gap between *urban* and *rural-remote teachers*

**16%** gap between *urban* and *rural-remote principals*



Produced by Regional Laboratory Education Northwest:  
<https://ies.ed.gov/ncee/edlabs/regions/northwest/pdf/ak-educator-retention-infographic-update.pdf>

## AK First Day Certified Position Vacancy Rates



# TRR Timeline



# Potential Solutions

## RECOMMENDATIONS FROM THE TRR ACTION PLAN





# TRR Recommendations



# Alaska Educator Retention and Recruitment Center (AERRC)

*The newest division of ACSA*

ALASKA COUNCIL



OF SCHOOL ADMINISTRATORS



Presented by  
Jennifer Schmitz, Director  
Alaska Educator Retention and  
Recruitment Center



# 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



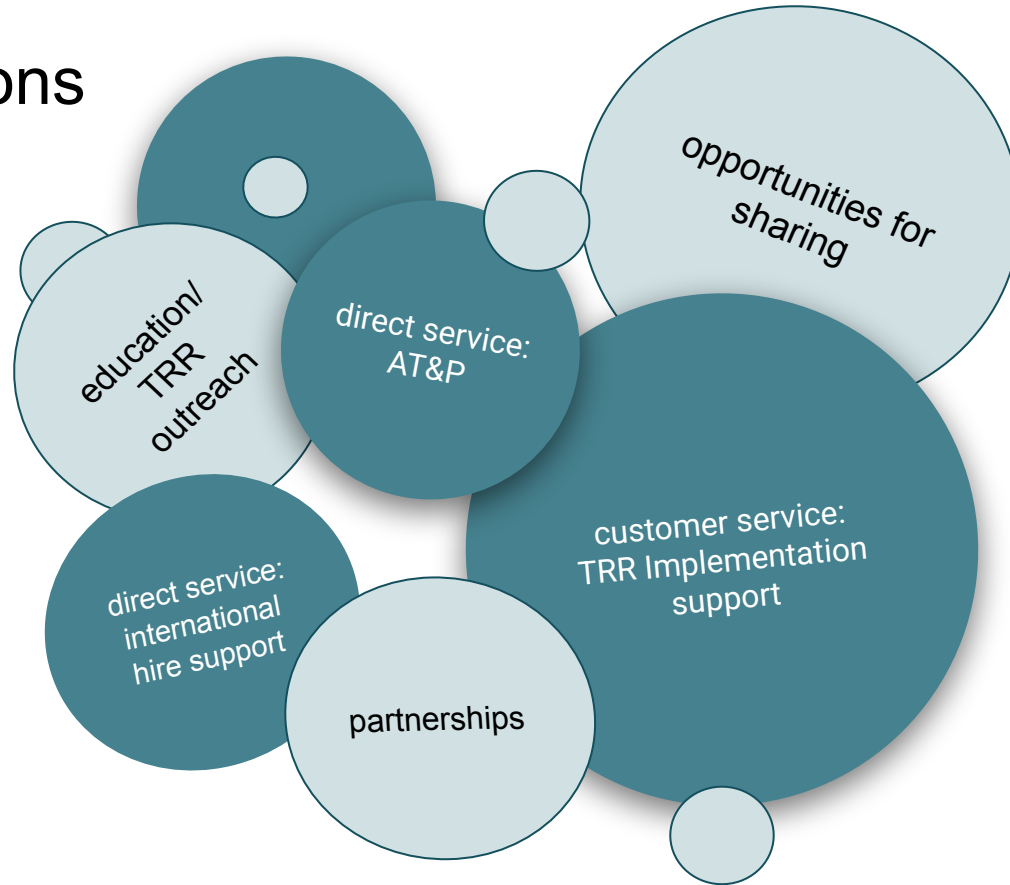
# Why are teachers leaving Alaska?

## Top 4 Reasons

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






# AERRC Actions



# Alaska Educator Retention and Recruitment Center Branches



TRR Implementation	Alaska Teacher and Personnel	International Hire Support
<p>AERRC is an outcome of Alaska's TRR Playbook 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>ACSA recently acquired AT&amp;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>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 are doing this in partnership with the Alaska Department of Labor and Workforce.</p> 

# 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(s)

- 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.



# 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.

# Virtual Job Fair

## 4/5/2025

Chats

Conversations

4330

Total Messages

13477

Top Experiences

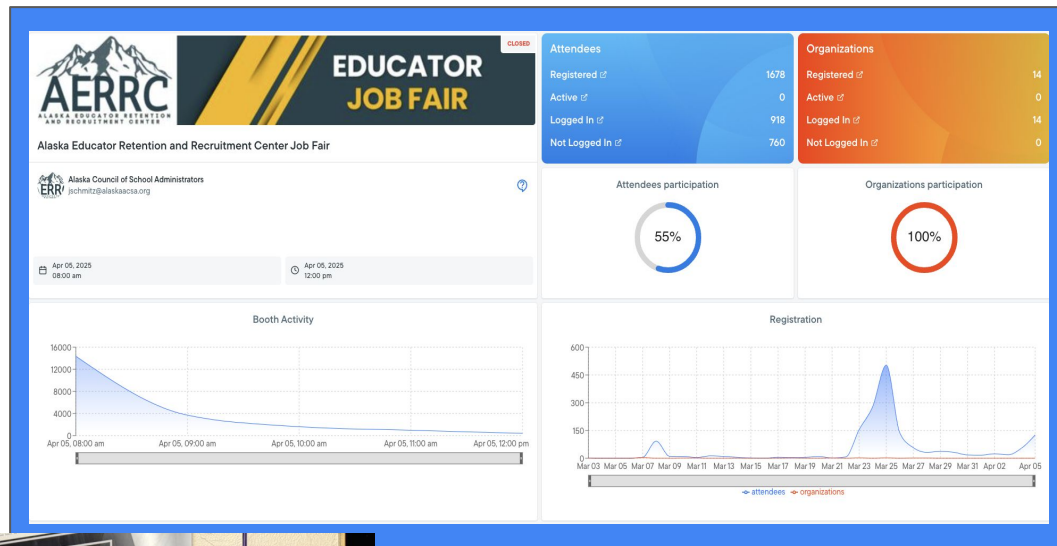
Elementary Education

Elementary School Teacher

Teacher

Classroom Teacher

Secondary Education





# 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

# 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!**

# 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***