

Be a hero for Alaska students

Presented by **NEA-Alaska President Tom Klaameyer**

Who We Are

- NEA-Alaska exists to be an advocate for an excellent public education for each child in Alaska and to advance the interests of public school employees.
- Our members live and work in nearly every community in Alaska. With 67 local associations, including an active NEA-Alaska Retired local, we have pedagogical expertise, and regional knowledge.
- NEA-Alaska is member led, meaning all policy decisions are made by elected representatives from within our union and adopted through democratic processes.

Our union strives to uphold the rights of educators, enhance learning opportunities for students, and works to build a better Alaska.



**Alaska's students and
educators are struggling
and need your help**

RANKINGS AND KEY

BEST

1. Massachusetts
2. New Hampshire
3. Minnesota

BETTER

13. Virginia
14. Wyoming
15. Washington
16. Colorado
17. Kansas
18. Idaho
19. Maryland
20. Montana
21. Pennsylvania
22. Hawaii
23. Illinois
24. South Dakota
25. Rhode Island

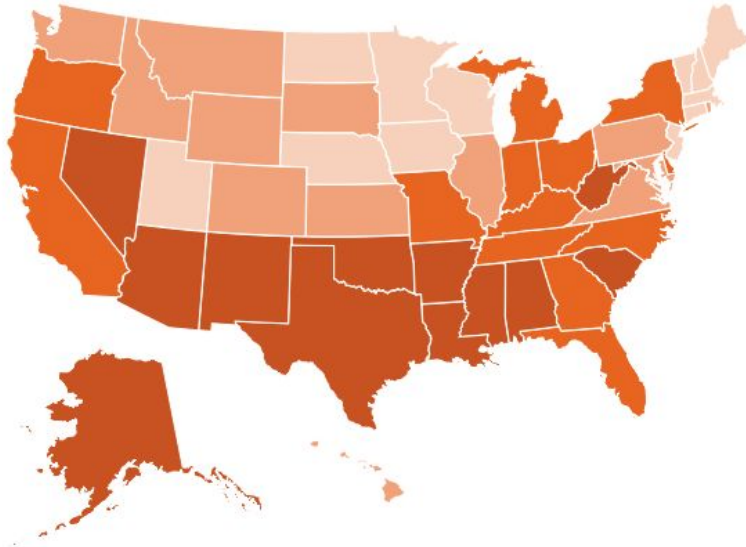
WORSE

26. Oregon
27. Missouri
28. Indiana
29. New York
30. Delaware
31. Ohio
32. Michigan
33. California
34. North Carolina
35. Florida
36. Tennessee
37. Kentucky
38. Georgia

WORST

39. South Carolina
40. Mississippi
41. Alaska
42. West Virginia
43. Arkansas
44. Arizona
45. Texas
46. Alabama
47. Nevada
48. Mississippi
49. Louisiana
50. New Mexico

A 2022 STATE-TO-STATE COMPARISON OF OVERALL CHILD WELL-BEING





THE ANNIE E. CASEY FOUNDATION

2022 KIDS COUNT® DATA BOOK

STATE TRENDS IN CHILD WELL-BEING

TABLE 1

PERCENTAGE OF CHILDREN (AGES 3 TO 17) WHO HAD ANXIETY OR DEPRESSION

Source: Child Trends' analysis of the Department of Health and Human Services' 2016 and 2020 National Survey of Children's Health (NSCH).

NOTE: The percentages presented here are estimates based on weighted NSCH data. The weights are important because they adjust for lower response rates in some states and over- or undercounting of certain child demographics. In this way, the percentages are weighted to be representative of the U.S. population of noninstitutionalized children and should be read as estimates.

LOCATION	2016	2020	CHANGE 2016 TO 2020
United States	9.4%	11.8%	25.5%
Alabama	8.2%	8.8%	7.3%
Alaska	5.4%	8.2%	51.9%
Arizona	11.7%	10.8%	-7.7%
Arkansas	8.6%	14.4%	67.4%
California	7.0%	11.9%	70.0%
Colorado	9.3%	10.4%	11.8%
Connecticut	11.5%	14.1%	22.6%
Delaware	9.8%	13.0%	32.7%
District of Columbia	7.4%	11.7%	58.1%
Florida	8.7%	10.6%	21.8%
Georgia	8.5%	10.4%	22.4%
Hawaii	4.8%	5.9%	22.9%
Idaho	11.4%	12.6%	10.5%
Illinois	10.7%	8.9%	-16.8%
Indiana	11.7%	15.9%	35.9%
Iowa	10.8%	12.6%	16.7%
Kansas	10.1%	13.2%	30.7%
Kentucky	12.4%	15.9%	28.2%
Louisiana	11.0%	10.1%	-8.2%
Maine	18.0%	17.5%	-2.8%
Maryland	9.4%	12.8%	36.2%
Massachusetts	12.2%	18.4%	50.8%
Michigan	11.9%	13.5%	13.4%
Minnesota	12.2%	14.0%	14.8%
Mississippi	10.9%	9.8%	-10.1%
Missouri	9.7%	11.4%	17.5%
Montana	12.5%	13.4%	7.2%

Alaska

5.4%

8.2%

51.9%

Results of flat-funding

Fairbanks closed 3 elementary schools and cut 121 positions, more than 7% of the positions in the district



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

EXCELLENCE & EQUITY FOR ALL

SCHOOL CLOSURES & NEXT STEPS

Our district has been grappling with how to address declining enrollment and an estimated \$19 million budget gap while still providing excellent educational opportunities for our students.

The board voted to close three elementary schools, repurpose one elementary school and move middle schools to grades 6-8.

- Close Anderson Elementary and move students to Crawford Elementary.
 - Crawford becomes a grade K-5 school.
 - Ben Eielson Jr/Sr High becomes a grade 6-12 school.
- Close Joy Elementary.
- Close Nordale Elementary.
- Repurpose Nordale facility for alternative learning programs.
- Randy Smith Middle, Ryan Middle, and Tanana Middle become grade 6-8 schools.
 - Most elementary schools (excluding charters and schools of choice) become grade K-5 schools.

Students in
Kotzebue
have lost
pre-k and
CTE
opportunities

Alaska Beacon★

ECONOMY & ENVIRONMENT EDUCATION GOVERNMENT & POLITICS HEALTH JUSTICE PODCASTS

EDUCATION

ELECTION 2022

Confronting rising bills and flat state funding, Alaska schools say they are at a fiscal cliff

The problem has been developing for years, but the end of COVID financial aid has triggered a crisis

BY: JAMES BROOKS AND LISA PHU - OCTOBER 21, 2022 5:00 AM



Terri Walker is superintendent of the Northwest Arctic Borough School District, which has schools in 11 communities not connected by roads spread out over 39,000 square miles. The district serves about 1,900 students.

Walker said the district has made many cuts over the past several years – to positions in the district office, to programs like Career-Technical Education, and to pre-kindergarten.

“And we cut counselors so then sites had to share counselors. Some of our villages are close to each other, close meaning between 10 to 70 miles apart. The local airline here flies to a couple of the villages and then returns, and so we just had them share counselors so the counselor would spend time at one site and then spend some time at the other site,” Walker said.

Many of the cuts have been restored due to one-time federal funding or funding from NANA Regional Corporation and the borough. Funding for pre-K, CTE teachers and counselors are not coming from the district’s general fund, Walker said.

In Juneau, class sizes have gone up and two, of four, middle school counselor positions have been eliminated



Sections

ANCHORAGE DAILY NEWS

2022 Election • Alaska News • Politics • Opinions • Talk to

‘No cost is going down’: Alaska schools cut positions and scrape to pay heating bills amid flat funding

By Iris Samuels

Updated: March 13, 2022

In Juneau, class sizes have gone up, and two of four middle school counselor positions, serving about 1,000 students, have been eliminated. The Alaska Gateway School District in the eastern Interior has

Education

Anchorage School District recommends program cuts and consolidations, plus repurposing plans for closed schools

By Morgan Krakow

Updated: November 3, 2022

Published: November 2, 2022



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DONOR PORTAL

In wake of a smaller \$48M deficit, Anchorage school officials weigh numerous budget cuts

By Wesley Early, Alaska Public Media - Anchorage - December 13, 2022

Anchorage
proposes
closing 6
neighborhood
schools

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candidates:43409

districts:73

jobs:1098

Candidates

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All Categories

All Locations

Districts

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openings as of 1/24/2023

Viewing All Districts (1098 openings)
Options

Search Postings:

- Alaska Center for Children & Adults (2)
- Alaska Gateway School District (4)
- Alaska Teacher Placement (9)
- Aleutians East Borough School District (4)
- Anchorage School District (1)
- Anchorage School District (394)
- Annette Island School District (1)
- Bering Strait School District (17)
- Chatham School District (5)
- Copper River School District (3)
- Cordova School District (3)
- Craig City Schools (3)

1098 open
positions
right now



Quick Facts

2021-2022

Pupil to Teacher Ratio - 17.17**

Number of classroom teachers - 7,427

Average Salary - \$74,600.47

**The 'Pupil to Teacher Ratio' is calculated by dividing the total number of students (KG-12) by the total number of teachers.

2020 - 2021

Pupil to Teacher Ratio: 16.40**

Number of classroom teachers: 7,734

Average Salary: \$73,061.45

**The 'Pupil to Teacher Ratio' is calculated by dividing the total number of students (KG-12) by the total number of teachers.

2019 - 2020

Pupil

Num

Aver

**The

(KG-1

20

Pupil

Num

Aver

20

Pupil

Num

Aver

20

2015 - 2016

Pupil to teacher Ratio - 16.6

Number of classroom teachers - 8,0

Average Teacher Salary - \$67,536.8

2014 - 2015

Pupil to teacher Ratio - 16.42

Number of classroom teachers - 8,0

Average Teacher Salary - \$66,755.6

2013 - 2014

Pupil to teacher Ratio - 16.23

Number of classroom teachers - 8,1

Average Teacher Salary - \$65,891.4

2012 - 2013

Pupil to teacher Ratio - 16.0

Number of classroom teachers - 8,2

Average Teacher Salary - \$65,000.0

**The 'Pupil to Teacher Ratio' is calculated by dividing the total number of students (KG-12) by the total number of teachers.

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2010 - 2011

Pupil to teacher Ratio - 15.60

Number of classroom teachers - 8,468 including part-time

2021-2022

Pupil to Teacher Ratio - 17.17**

Number of classroom teachers - 7,427

There are 1,000 fewer certificated adults supporting student learning in Alaska's public schools today than in 2010.

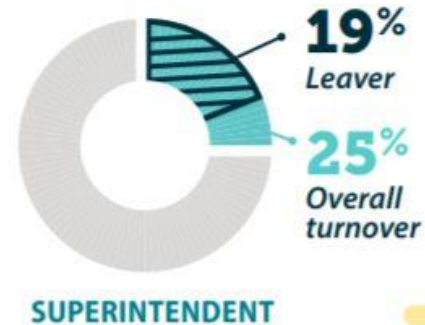
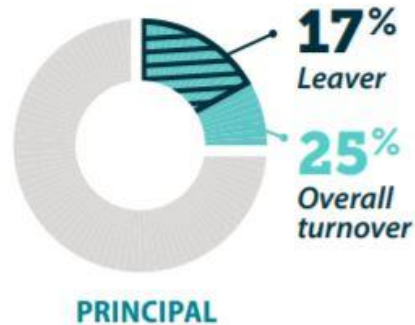
Educator shortage crisis

Turnover among Alaska educators is dismal and at crisis levels

Most of Alaska's turnover was educators leaving Alaska or the profession

Statewide turnover rates from 2012/13 to 2017/18 remained steady for teachers but varied for principals and superintendents.² Nearly 60 percent of teacher turnover involved “leavers”—individuals who left Alaska or remained in the state but were no longer educators. For example, in 2017/18, 13 percent of teachers left the profession or their position, while 9 percent of teachers went to a new district or school but remained in the Alaska public school system.

Turnover rates in Alaska for 2017/18



Impacts of teacher turnover on students and schools

- More difficult to foster a consistent, safe, stable learning environment and establish a close-knit school community
- Student and staff relationships less deep
- Larger class sizes and less one-on-one attention for students
- Fewer course offerings, taught by less experienced teachers
- Substitute shortage (in all job classifications) which leads to overburdening remaining staff, increasing turnover further
- Disproportionate impact on our most vulnerable students in remote and Title I schools
- Lower student outcomes

How does turnover harm student achievement?

Retention and Turnover of Teachers in Alaska: Why it Matters

Diane Hirshberg

Professor of Education Policy

UAA Center for Alaska Education Policy Research at



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%

What are the costs of recruitment and retention?

The cost of teacher turnover in Alaska

Executive summary

Low teacher retention - high turnover - affects student learning. Teacher recruitment challenging issues in Alaska. Rates vary considerably from district to district and year - between 2004 and 2014, district-level teacher turnover in rural Alaska averaged 20%, districts experienced annual turnover rates higher than 30%. High turnover rates in rural areas are often attributed to remoteness and a lack of amenities (including healthcare and transportation). Teachers who move to these communities face additional challenges including finding housing and adjusting to a new and unfamiliar culture and environment.

Though urban districts have lower teacher turnover rates, they also have challenges with recruitment and retention, particularly in hard-to-fill positions (such as special education and mathematics) and in difficult-to-staff schools. Annually, Alaskan school districts hire a lot of teachers (500-600 are hired by its five largest districts), while Alaska's teacher preparation program graduates only around 200.

The costs associated with teacher turnover in Alaska are considerable, but have never been systematically calculated,¹ and this study emerged from interests among Alaska education researchers, policymakers, and stakeholders to better understand these costs. Using data collected from administrators in 37 of Alaska's 54 districts, we describe teacher turnover and the costs associated with it in four key categories: separation, recruitment, hiring, and induction and training. Our calculations find that the total average cost of teacher turnover is \$20,431.08 per teacher. Extrapolating this to Alaska's 2008-2012 turnover data, this constitutes a cost to school districts of approximately \$20 million per year.

A study by the Center for Alaska Education Policy Research
at the Institute of Social and Economic Research

Dayna Jean DeFeo, PhD

Trang Tran, MPP

Diane Hirshberg, PhD

Dale Cope, PhD

Pam Cravez, JD

March 31, 2017

**Restoring a defined
benefit retirement option
is one of the most
effective retention tools
we have**

Teacher Retention and Recruitment Survey Results

Prepared for the Alaska Department of Education & Early Development

Prepared by Dr. Barbara L. Adams
Adams Analytic Solutions LLC



April 2021

Table 1.2: Personal Importance Top 15 Rankings for Subgroups by Role.

Personal Importance Item	Total (N=4223)	Current Educator (N=2704)	Current Administrator (N=351)	Other (N=284)	Retired (N=266)	Unclassifi (N=618)
adequate compensation for assigned duties (salary)	1	1	2	2	3	1
positive workplace conditions	2	2	3	1	1	2
personal connections with students	3	3	6	3	2	3
retirement benefits	4	4	1	6	5	4
good healthcare benefits	5	5	4	5	6	5
positive school culture	6	7	5	4	4	6
manageable workload	7	6	10	8	7	7
being treated as a professional (afforded prestige and autonomy in return for performing at a high level)	8	8	7	7	9	8
quality support from principal(s)	9	9	9	10	8	9
quality support from district administration	10	12	8	9	11	10
reasonable district expectations	11	11	12	11	12	12
time to adequately prepare	12	10	19*	12	10	11
having ownership in my school system (personal responsibility and control)	13	13	11	13	15	15
having sufficient resources provided	14	14	13	15	13	13
being in a system where I have a voice	15	15	14	14	14	14

*Items listed higher for Current Administrator include *collegiality among educators and staff, being included in shared decision making, serving the community and its expectations, and opportunity to develop my craft as an educator.*

Table 2.1: Ranking of all 34 Solution Influence items from most important (1) to least (34).

Ranking	Solution Influence Items (Part 2)
1	competitive salary commensurate with cost of living
2	enhanced salary schedule (scale based on years of experience, etc.)
3	state goes back to a defined benefit retirement system
4	annual retention incentives
5	additional opportunities for salary advancement
6	improved healthcare in the state
7	contributing into social security
8	state moves to a hybrid retirement with personal and state investments
9	portability of my retirement savings
10	creating or strengthening webs of support (new hire walkthrough process, teaching support, community support, leadership support, etc.)
11	control of my retirement savings
12	opportunity to earn bonuses (financial, technology, etc.)
13	streamlined recertification requirements
14	creating a statewide, seamless, supported induction model (support for teachers new to the state and/or profession)
15	signing bonus
16	support more district programs to increase the number of local adults becoming certificated
17	strengthen recruiting efforts of educators who are the right fit
18	improving teacher preparation programs
19	expanded career opportunities (leadership role, technology role, department chair, content area liaison, etc.)
20	increase the number of grow-your-own educator programs
21	increased mental health support for educators
22	system-wide collaboration of schools, communities, higher education, and state and local policy

Alaska has the worst retirement system in the country.

- only state with DC only
- no Social Security for educators
- GPO/WEP

Overview of Teacher Retirement Offerings by State



<u>State</u>	<u>Social Security Coverage</u>	<u>DB Access</u>	<u>Plan Type Details</u>
Alabama	All	Yes	Defined Benefit
Alaska	Few/None	No	Defined Contribution Only
Arizona	All	Yes	Defined Benefit
Arkansas	All	Yes	Defined Benefit
California	Few/None	Yes	Defined Benefit
Colorado	Few/None	Yes	Defined Benefit
Connecticut	Few/None	Yes	Defined Benefit
Delaware	All	Yes	Defined Benefit
Florida	Nearly All	Yes	Choice: DB or DC Only
Georgia	Most	Yes	Defined Benefit



We have a “Target Date Fund Simulation Exercise” or “multiple probability simulation”

- Developed by the Department of Revenue at the request of the Department of Administration in consultation with investment consultant Callan
- Simulates 10,000 30-year-careers and shows the probability of having enough retirement savings to have a 30 year retirement
- Find the full analysis here:
<https://bit.ly/AKmontecarlo>

Probability of
Success in
Retirement per
Model Study

Probability of Success

Alaska teachers

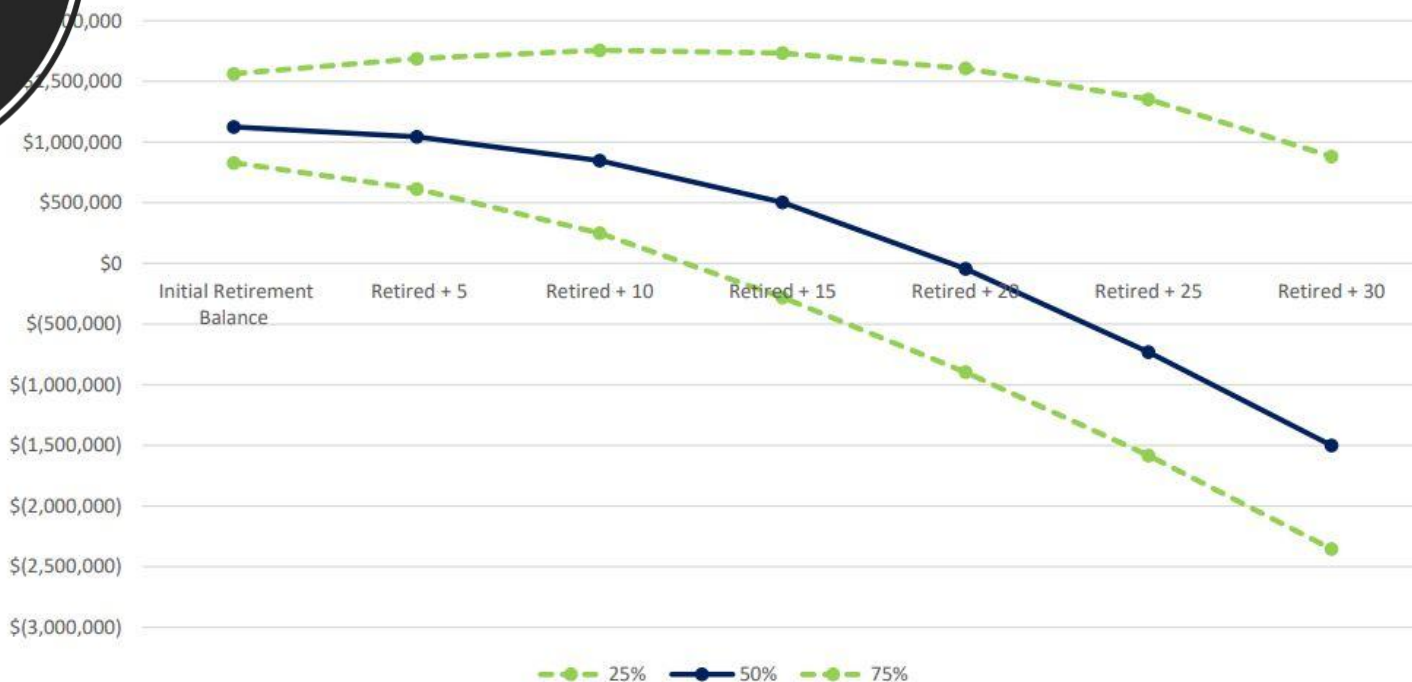
	PERS	Police/Fire	TRS
30-Year Career, No SBS	22%	22%	31%
30-Year Career, No SBS, With 6.13% Deferred Comp.	48%	48%	56%
30-Year Career, With SBS	69%	69%	*
30-Year Career, With SBS, With 6.13% Deferred Comp.	83%	83%	*
25-Year Career, No SBS	6%	6%	10%
25-Year Career, No SBS, With 6.13% Deferred Comp.	22%	22%	28%
25-Year Career, With SBS	43%	43%	*
25-Year Career, With SBS, With 6.13% Deferred Comp.	61%	61%	*

Success in retirement is defined as having 70% of
your final pay available to you for 30 years

TRS Study Results

Results

30-Year TRS



Increasing the BSA and inflation-proofing it moving forward are the first and most urgently needed actions to address the crisis facing our students, families, and schools.

Our students deserve:

- The support, time, and tools to learn.
- Funding that allows students the opportunity for one-on-one connections with educators.
- Classrooms that emphasize curiosity and critical thinking, rather than testing, to inspire a lifelong love of learning.
- The security in knowing that counselors, nurses, librarians, and all of the other education professionals are there to help kids cope and succeed outside of the classroom as well.

Our families deserve:

- **Stable and adequately resourced schools.**
- **Caring, qualified, and committed educators - with an incentive to stay and invest in our communities.**
- **Opportunities for their children for a rich and full educational experience, that should include sports, clubs, music, art, foreign language, and robust career and technical opportunities.**

Accountability and student performance

- **Measure the performance of the system**
- **Utilize multiple measures of progress**
- **Data used to identify areas of need and direct resources to support**

Alaska Department of Education & Early Development Strategic Plan

Meeting Alaska's Education Challenge Together

Together, we will meet Alaska's education challenge by honoring our heritage, innovating for the future, and prioritizing for today's fiscal challenges



POSITIVE TRAJECTORIES



Support ALL students to read at grade level by the end of third grade



Increase career, technical, and culturally relevant education to meet student and workforce needs



Close the achievement gap by ensuring equitable educational rigor and resources



Prepare, attract, and retain effective education professionals



Improve the safety and well-being of students through school partnerships with families, communities, and tribes



Thank You.

Any questions?

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