

# **House Finance Education Subcommittee Teacher Retention and Recruitment Updates**

**Alaska Department of Education and Early Development**

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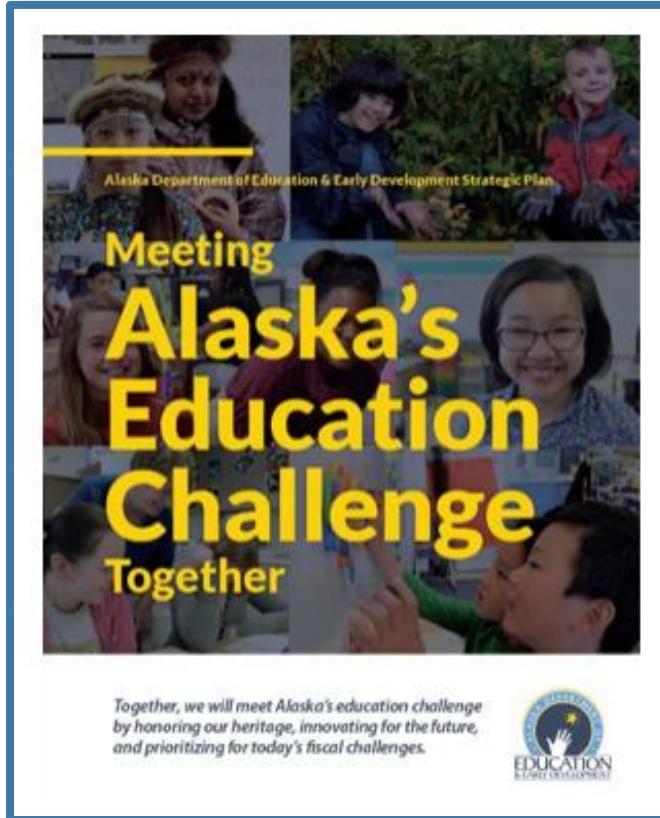
# Table of Contents

- Mission and Vision
- Alaska's Education Challenge
- Teacher Retention and Recruitment (TRR) Playbook Overview
- TRR Implementation Highlights
  - Grow Your Own Efforts: Staff and Students
  - TRR Initiative: Implementation Updates
  - Modernizing the Certification System
  - State Board of Education Actions
- Current TRR Data

# Mission, Vision, and Purpose

Mission	Vision	Purpose
An excellent education for every student every day.	All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them. - Alaska Statute 14.03.015	DEED exists to provide <b>information, resources, and leadership</b> to support an excellent education for every student every day.

# Alaska's Education Challenge



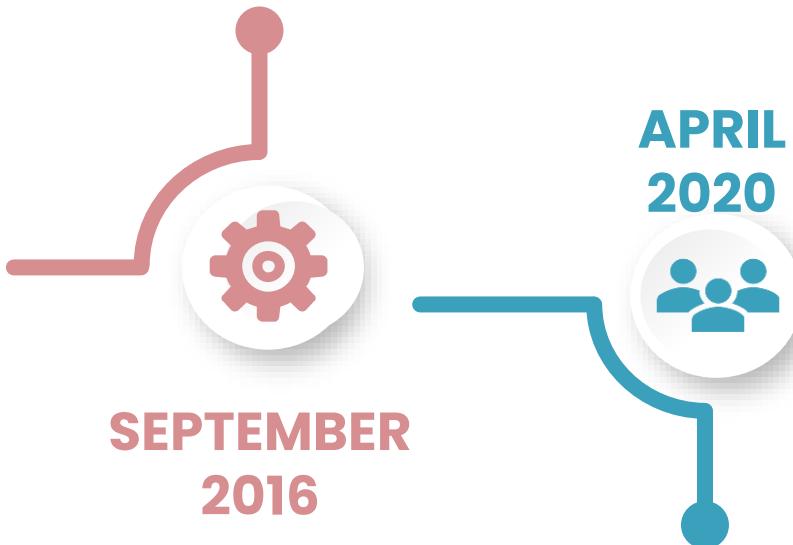
## Five Shared Strategic Priorities:

1. Support all students to read at grade level by the end of third grade.
2. Increase career, technical, and culturally relevant education to meet student and workforce needs.
3. Close the achievement gap by ensuring equitable educational rigor and resources.
4. Prepare, attract, and retain effective education professionals.
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes.

# Teacher Retention and Recruitment Timeline

## AK ED Challenge\*

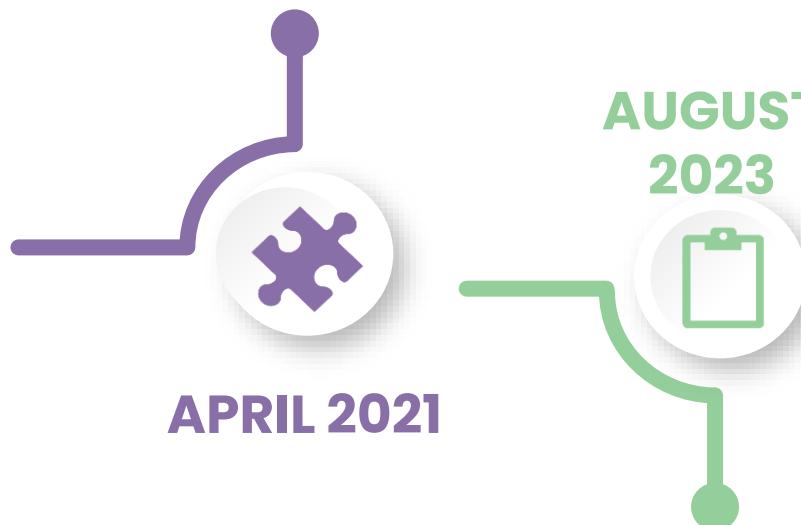
SBOE\* established TRR strategic priority.



GOA\* established a TRR working group of established stakeholders from across the state.

## TRR Action Plan Roll Out

TRR Action Plan provides 18 recommendations across six essential areas.



TRR Playbook refines to 16 recommendations with implementation strategies defined by stakeholder group.

## Stakeholder Engagement

A call to action to all stakeholder groups: districts, state administrators, partner organizations, community individuals, and elected officials.



# TRR Action Plan Six Essential Areas & Recommendations

## Streamlining Certification

- Modernize certification system
- Reciprocity for all states
- Alaska Studies & multicultural coursework

## Strengthening Working Conditions

- Create system alignment
- Measure working conditions
- Financial opportunities

## Enhancing Recruitment Efforts

- Recruitment audit reports
- Recruitment solutions report
- Restructure AT&P\*
- Grow Your Own programs
- Alternative certification pathways

## Restructuring Retirement Options

- Restructuring TRS and PERS
- Financial education

## Creating Paraprofessional Pathways

- Paraprofessional to teacher pathways
- Resources for alternative programs

## Developing Leadership

- Organizational health system
- Administrator mentoring
- Teacher feedback on principals

\*AT&P: Alaska Teachers and Personnel, formerly Alaska Teacher Placement

# Teacher Retention and Recruitment Highlights

## Grow-Your-Own Pathways

Established the Teacher Registered Apprenticeship Pathway (T-RAP) and Principal Registered Apprenticeship Pathway (P-RAP) to expand CTE-aligned, earn-while-you-learn routes into the profession and grow Alaska's homegrown educator workforce.

## Educators Rising Expansion

Increased participation in Educators Rising from 96 students in 2017–2018 to 189 students in 2024–2025, supporting district-based programs that introduce high school students to education careers and align with university teacher preparation pathways.

## Teacher Retention and Recruitment Initiative

Launched by the Governor of Alaska in 2020 to strengthen the state's educator workforce, the TRR Action Plan (2021) and Playbook (2023) outline coordinated strategies across stakeholder groups, supported by ongoing statewide outreach and engagement.

## Certification Modernization

Modernized Alaska's electronic teacher certification system, reducing processing times and enhancing customer service for educators and districts through streamlined online workflows and transparent application tracking.

## Regulatory Alignment and SBOE Action

Since 2017, the State Board of Education has approved 31 regulation changes that expanded alternative certification routes, established new certificates and endorsements, aligned teacher assessments and reciprocity provisions, and streamlined certification processes to strengthen Alaska's educator workforce.

# Grow Your Own Efforts

# Teacher Registered Apprenticeship Program (T-RAP)

- A U.S. Department of Labor approved registered apprenticeship allows individuals to become certified teachers while employed full time in Alaska school districts
- Uses an “earn and learn” model where apprentices complete coursework through an Education Preparation Provider (EPP) while gaining hands-on classroom experience
- Apprentices work under the guidance of a trained mentor teacher and demonstrate competencies aligned to Alaska Teacher Content Standards
- Supports Grow Your Own pathways by expanding access to the profession, particularly in rural and remote communities
- Strengthens teacher retention by embedding apprentices in local schools and communities while they complete preparation and certification requirements

# Apprenticeship Program

## *Key Actors*

### **Sponsor**

Alaska Pacific University (APU)  
Arctic Slope Regional Corporation (ASRC)  
Bering Strait School District (BSSD)  
Bristol Bay Regional Career and Technical Education (BBRCTE)  
Department of Education and Early Development (DEED)  
Rural Alaska Community Action Program (RurAL CAP)  
Sealaska Heritage Institute (SHI)  
Southeast Childhood Collective (Formerly AEYC-SEA)

### **Employer**

#### ***Districts***

20 School Districts  
71 Apprentices with +13 for Spring Semester

### **US Department of Labor (DOL) Apprenticeship Office**

### **Related Technical Instruction Provider**

#### ***College/University***

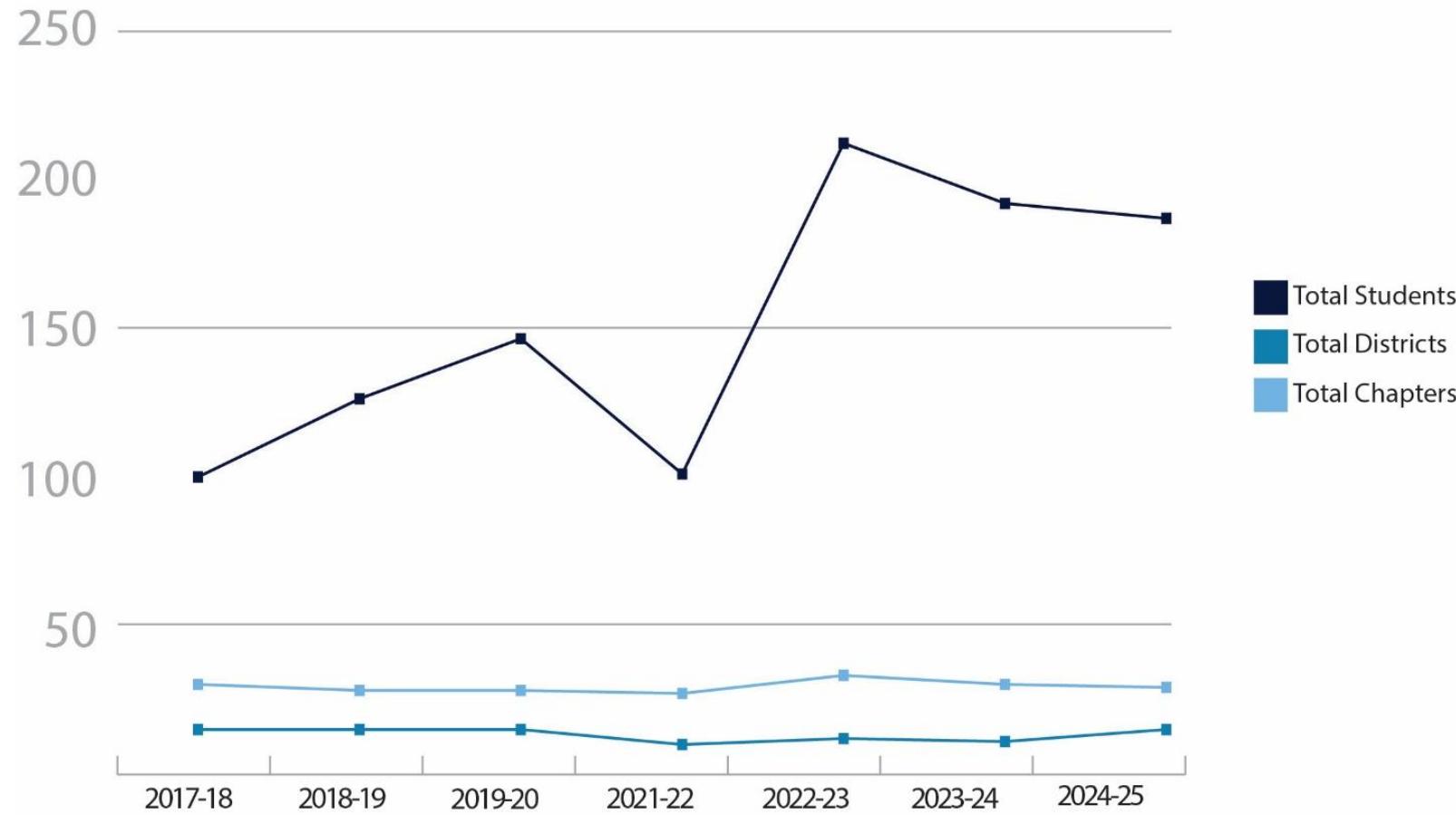
Alaska Pacific University (APU)  
Chadron State College (CSC)  
University of Alaska Anchorage (UAA) – Kodiak College (KC)  
University of Alaska Fairbanks (UAF)  
University of Alaska Southeast (UAS)

# Principal Registered Apprenticeship

- In September 2025, the U.S. Department of Labor (US DOL) approved DEED's application to establish the Principal Registered Apprenticeship Program (P-RAP)
- Anchored in the Teacher Retention and Recruitment (TRR) Action Plan, P-RAP advances the Developing Leadership and Grow Your Own essential areas
- Uses an “earn and learn” model that allows aspiring principals to complete coursework through Education Preparation Providers (EPPs) while serving full time in school districts under the guidance of experienced school leaders
- Sponsors provide program oversight and ensure compliance with US DOL apprenticeship standards, while districts serve as employers and EPPs deliver related instruction
- Establishes a foundation for expanded partnerships, with Sealaska Heritage Institute and the Bristol Bay Regional CTE Consortium planning to serve as sponsors in partnership with the University of Alaska, Anchorage and the University of Alaska, Southeast
- Aligns apprentice competencies to the Professional Standards for Educational Leaders, with an emphasis on culturally responsive leadership that supports educator retention, recruitment, and strong school climates

# Educators Rising

## Educators Rising Participation Rates 2017 – 2025



# Student To Teacher Pathway

- Partnering with Alaska Universities and Educators Rising to create options for a dual credit/dual enrollment Career and Technical Education Program (CTEP) option
- Goal is for graduating students to have a certificate of completion with completed courses, on the job learning experiences, and a para pro or equivalent exam to be eligible for a para-pro position that could lead into teacher apprenticeship
- Working with BBRCTE, SHI, and potential districts to review plans as we progress
- Goal is to have pathway options for districts to select by next fall, courses will be eligible for Perkins funds to support costs, and with options for smaller districts with fewer candidates to engage

# Teacher Retention and Recruitment Initiative

*Regional Educational Laboratory Northwest (REL Northwest)*

*Teacher Retention and Recruitment Scope of Work*

- Provide research-based technical assistance to support teacher retention and recruitment efforts, with an emphasis on improving working conditions in rural and remote districts
- Partner with the DEED and districts to examine current recruitment and retention strategies and align them with evidence-based practices
- Support data-informed decision making by identifying relevant measures and helping districts use existing data to assess educator workforce challenges and progress

# Teacher Retention and Recruitment Initiative

*Northwest Comprehensive Center (NWCC)*

*Teacher Retention and Recruitment Scope of Work*

- Support statewide implementation of Alaska's Teacher Retention and Recruitment (TRR) Playbook by helping districts translate state strategies into local action
- Develop a suite of state-supported tools districts can use for local needs assessment, planning, and continuous improvement related to educator recruitment and retention
- Provide guidance, facilitation, and technical assistance to help districts assess workforce challenges, identify priority strategies, and align efforts to the TRR Playbook
- Convene and support a TRR Implementation Team in partnership with DEED and key stakeholders to coordinate communication, alignment, and shared learning

# Modernizing the Certification System

- Continued modernization of Alaska's educator certification system supported the educator workforce throughout 2025 through the implementation of the TEACH AK platform
- TEACH AK improved application processing, automated communication with districts, and expanded educator access to certification and renewal information
- Between June 1, 2024, and June 1, 2025, DEED implemented system improvements and process efficiencies to significantly reduce certification processing timelines

## **Key Outcomes (June 1, 2024 – June 1, 2025)**

- 5,088 certification applications processed
- 2,191 certificates renewed
- 2,834 Alaska Reads Act endorsements added
- Processing time reduced from up to 16 weeks to approximately 4–5 weeks

# State Board of Education Action

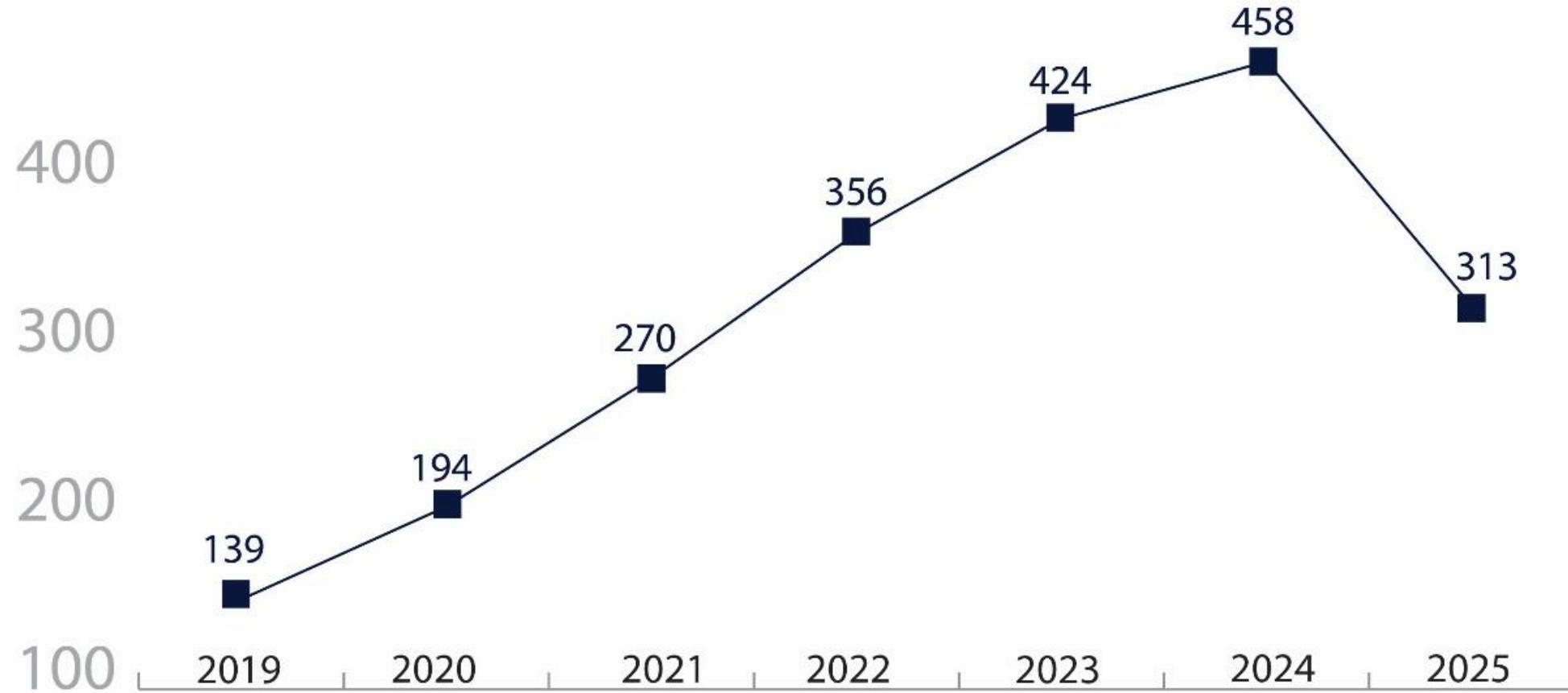
## *Teacher Certification Regulation Updates (2017–2025)*

- Between 2017 and 2025, the State Board of Education approved 31 teacher certification regulation adoptions and amendments under 4 AAC 12
- Regulatory actions expanded pathways into the profession through alternative and limited certificates, strengthened Grow Your Own models, and increased reciprocity for out-of-state educators
- The Board adopted new endorsements aligned to state priorities, including Alaska Reads Act reading endorsements, early education lead teacher endorsements, and updated content-area examination requirements
- Updates supported career and technical education and world language instruction by creating flexible certification options while maintaining required training and mentorship
- Additional actions streamlined renewal processes, recognized micro-credentials, updated emergency certification provisions, and aligned certification requirements with current statutes and accreditation standards

# Current Teacher Retention and Recruitment Data

# First Day Teacher Vacancies

FTE | 2019-2025



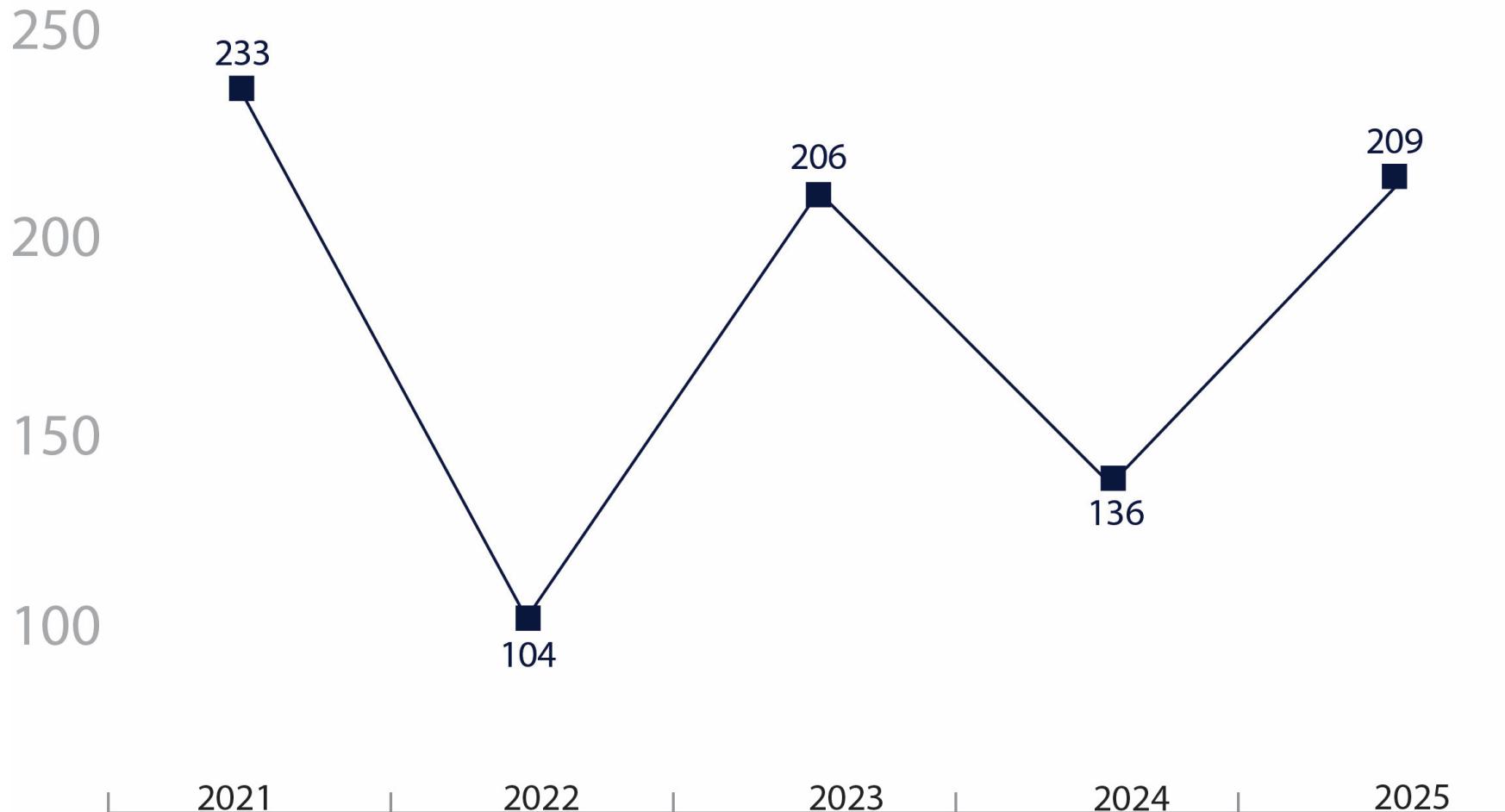
Source: District Fall Staff Accounting Report – Total of 6,765 Teachers

Reference: SBOE Report to Legislature, page 42.

# Emergency Certified Teacher Count

FTE | 2021-2025

An Excellent Education for Every Student Every Day



# Educators Serving on Work Visas

Alaska's schools continue to benefit from the contributions of internationally recruited educators who help districts fill positions that would otherwise remain vacant.

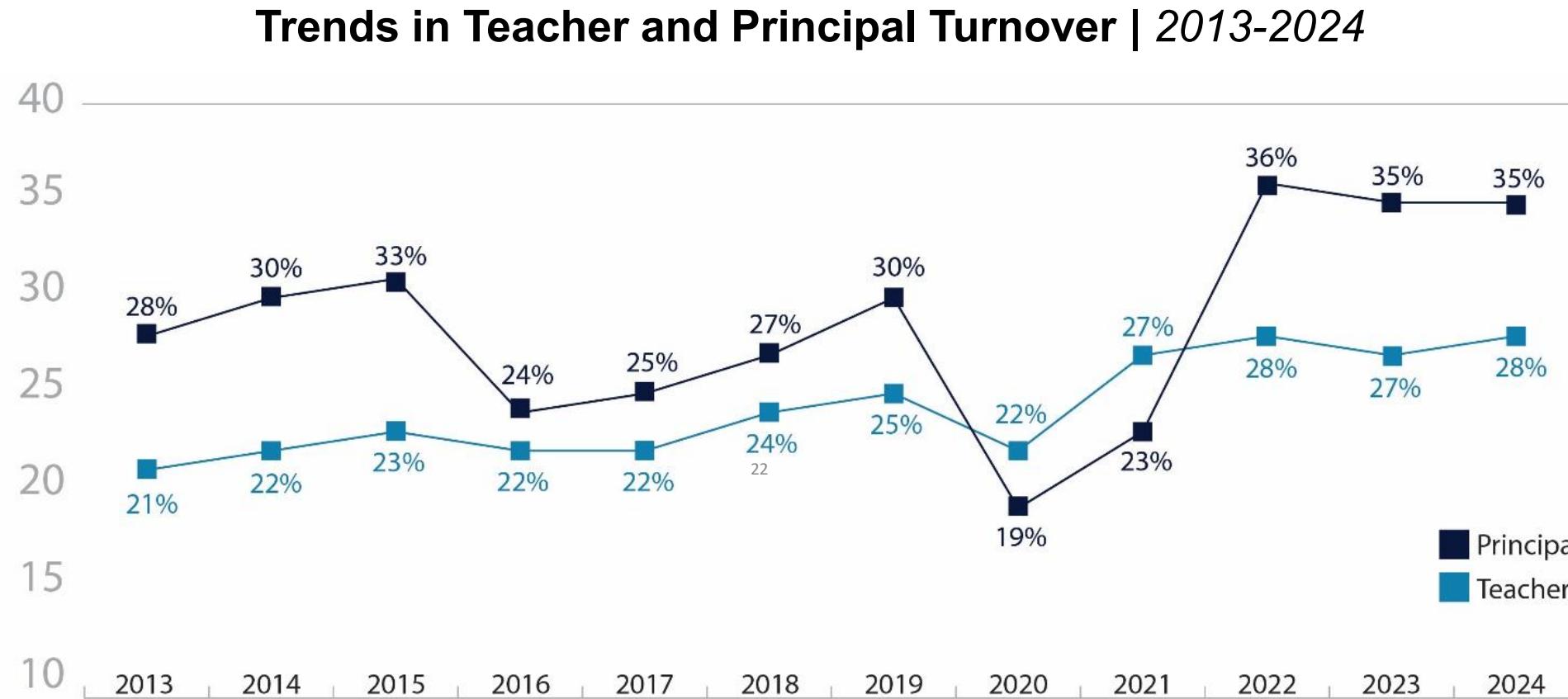


Source: District Fall Staff Accounting Report



# Institute of Social and Economic Research (ISER)

## Updated Alaska Teacher Turnover & Data Trends

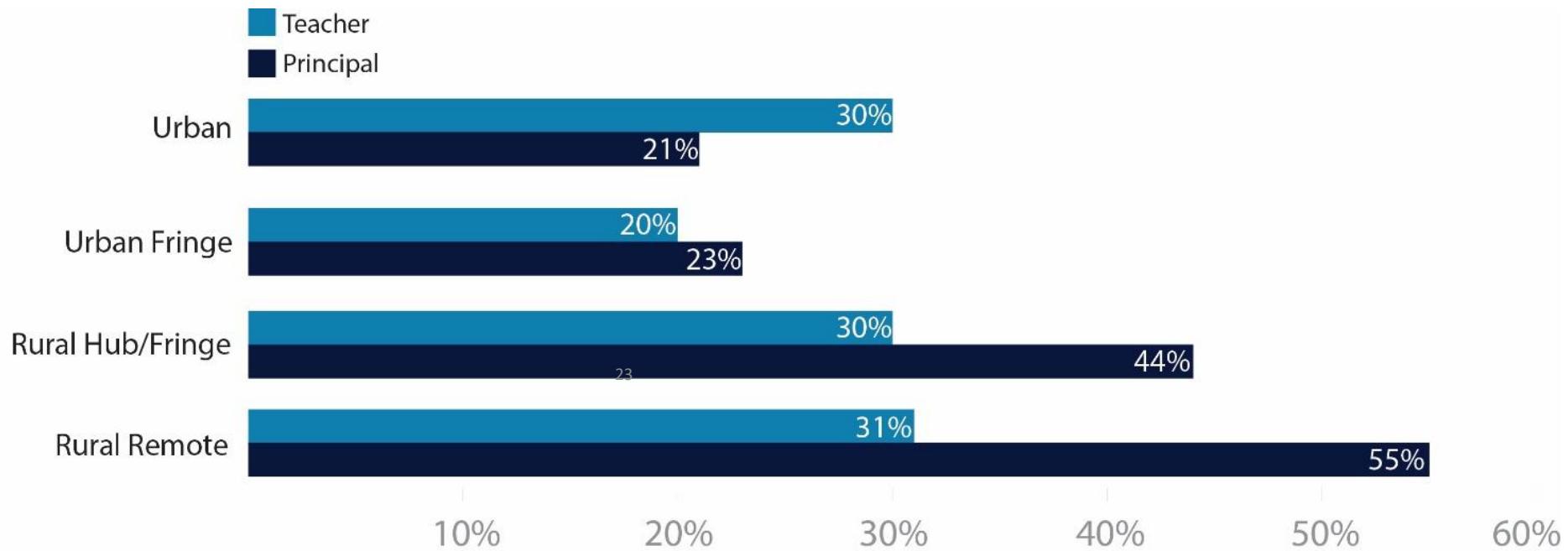


Source: Teacher & Principal Turnover in Alaska, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

# Institute of Social and Economic Research (ISER)

## Updated Alaska Teacher Turnover & Data Trends

### Teacher and Principal Turnover by School Locale | 2024



Source: Teacher & Principal Turnover in Alaska, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

# Institute of Social and Economic Research (ISER)

## *Developed an Educator Exit and Stay Survey*

- Developed in response to a recommendation in the Teacher Retention and Recruitment (TRR) Playbook to better understand educator turnover and retention in Alaska
- Designed as a single, integrated survey examining educators' intent to stay or leave and the conditions influencing those decisions
- Collects Alaska-specific data across four areas: school characteristics, community characteristics, individual educator attributes, and intent to stay or leave
- Supports district- and school-level analysis, when participation thresholds are met to protect educator anonymity, while also enabling statewide workforce analysis
- The Exit and Stay Survey builds on the 2021 TRR Survey by moving from statewide priority identification to more targeted analysis of educator retention and turnover at the state and local levels

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# Stay Connected

## Find us online:

- Our website: [education.alaska.gov](http://education.alaska.gov)
- Facebook and Twitter: @AlaskaDEED

## Give us a call:

- Main line: 907 465 2800
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