

# Educator Retention and Turnover Under the Midnight Sun

*Examining trends and relationships in teacher, principal, and superintendent movement in Alaska*

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# Today's goals

- Provide an overview of the Alaska State Policy Research Alliance (ASPRA)
- Share findings from a study of educator turnover and retention patterns in Alaska
- Respond to your questions





# Alaska State Policy Research Alliance (ASPPRA)

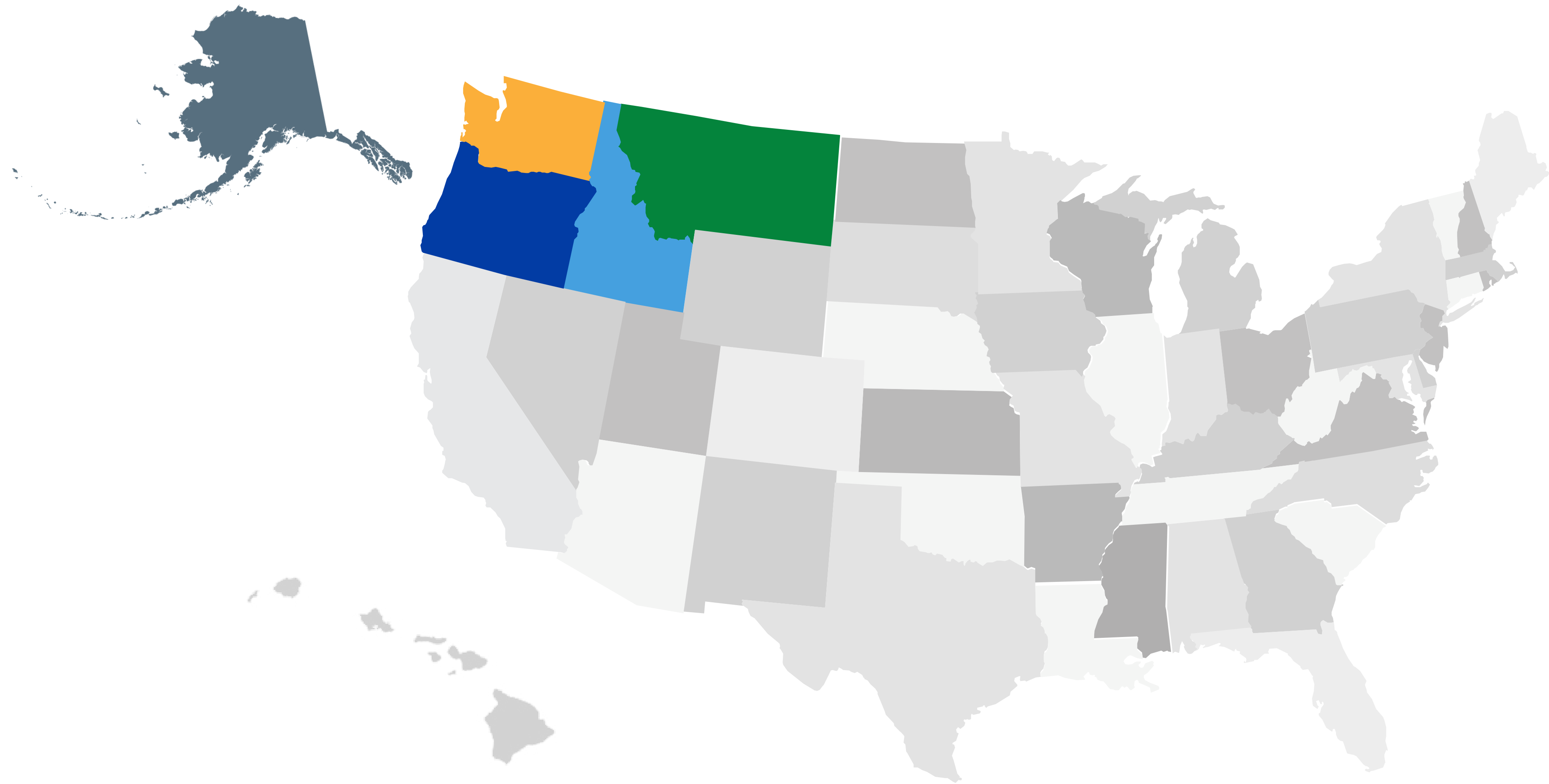


Goal: Produce and share evidence on Alaska education issues that matter most to leadership and other stakeholders

# ASPRA leadership team

- Department of Education & Early Development (DEED)
- Alaska Council of School Administrators
- University of Alaska
- Regional Educational Laboratory (REL) Northwest

# REL Northwest





# Alaska Educator Retention and Turnover Study



## EDUCATOR RETENTION AND TURNOVER UNDER THE MIDNIGHT SUN

Examining trends and relationships in  
teacher, principal, and superintendent  
movement in Alaska

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Manuel Vazquez Cano, Hella Bel Hadj Amor, and Ashley Pierson  
*Regional Educational Laboratory Northwest*



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# Research focus

- Educator turnover rates
- Community, school, educator, and student characteristics that are associated with turnover
- Relationship between superintendent and principal turnover and teacher turnover

# Key definitions and timeframe

- **Educators** refers to teachers, principals, and superintendents
- **Turnover** refers to educators leaving their positions at schools and districts
- **Retention** refers to educators staying in their positions at schools and districts
- **Timeframe** was 2012/13 to 2017/18



# Context

- Half of the state's teachers and a third of principals are employed in urban areas
- Half of the students in the state attend schools in urban areas
- Many states and school districts are finding it increasingly difficult to retain teachers, principals, and superintendents
- Efforts to recruit and retain teachers in Alaska are complicated by the state's unique characteristics

Sources: Blazer, 2010; Bordonaro, 2017; Cross, 2017; Palmer, 2017; Seattle Pacific University, 2017; Sutchter, Darling-Hammond, & Carver-Thomas, 2016; Whaley, 2017

# Why turnover is an issue

- Associated with lower student outcomes
- Higher turnover in high-poverty schools
- Turnover is costly for schools and districts

Sources: Béteille, Kalogrides, & Loeb, 2011; Blazer, 2010; Coelli & Green, 2012; Gibbons, Scrutinio, & Telhaj, 2018; Glander, 2017; Goldring & Taie, 2018; Grissom & Bartanen, 2019; Hanushek et al., 2004; Henry, Bastian, & Fortner, 2011; Lochmiller, Sugimoto, & Muller, 2016; Matlach, 2015; Miller, 2013; Parker-Chenaille, 2012; Ronfeldt, Loeb, & Wyckoff, 2013; Snodgrass Rangel, 2018; Waters & Marzano, 2006; DeFeo, Tran, Hirshberg, Cope, & Cravez, 2017; Hill & Hirshberg, 2013; Hirshberg et al., 2014



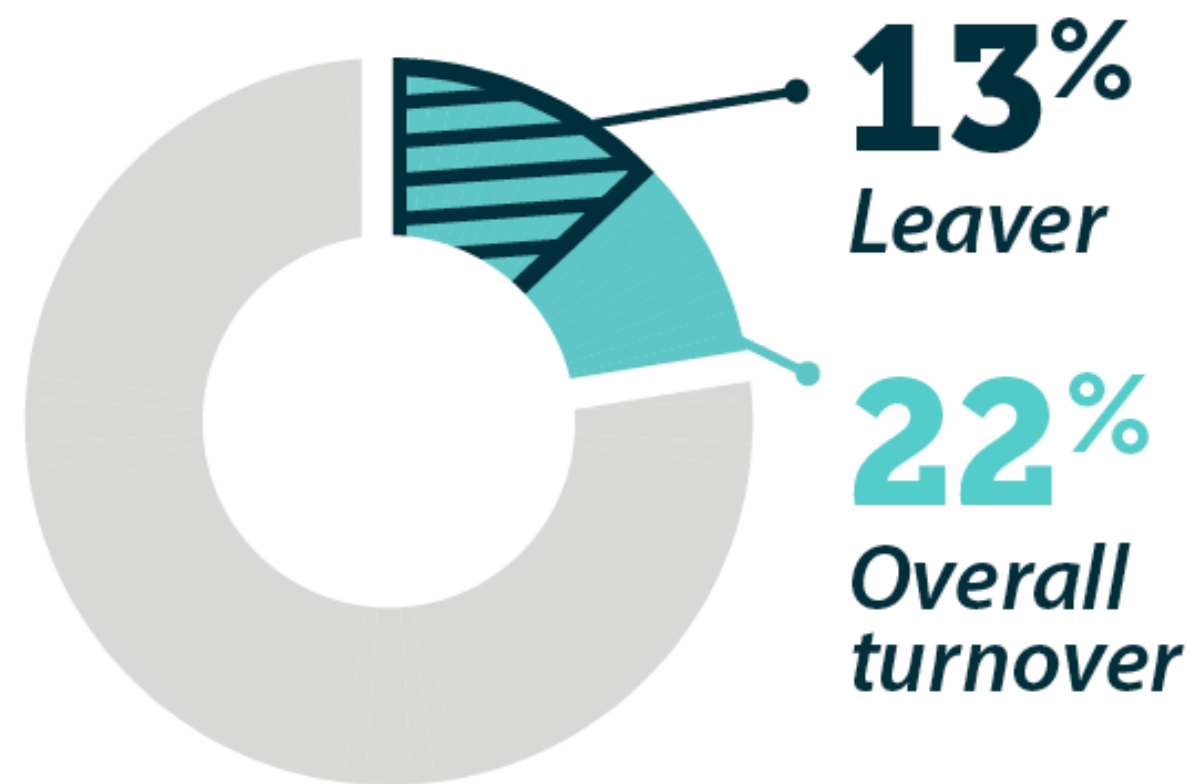
# Study findings: Retention and turnover trends



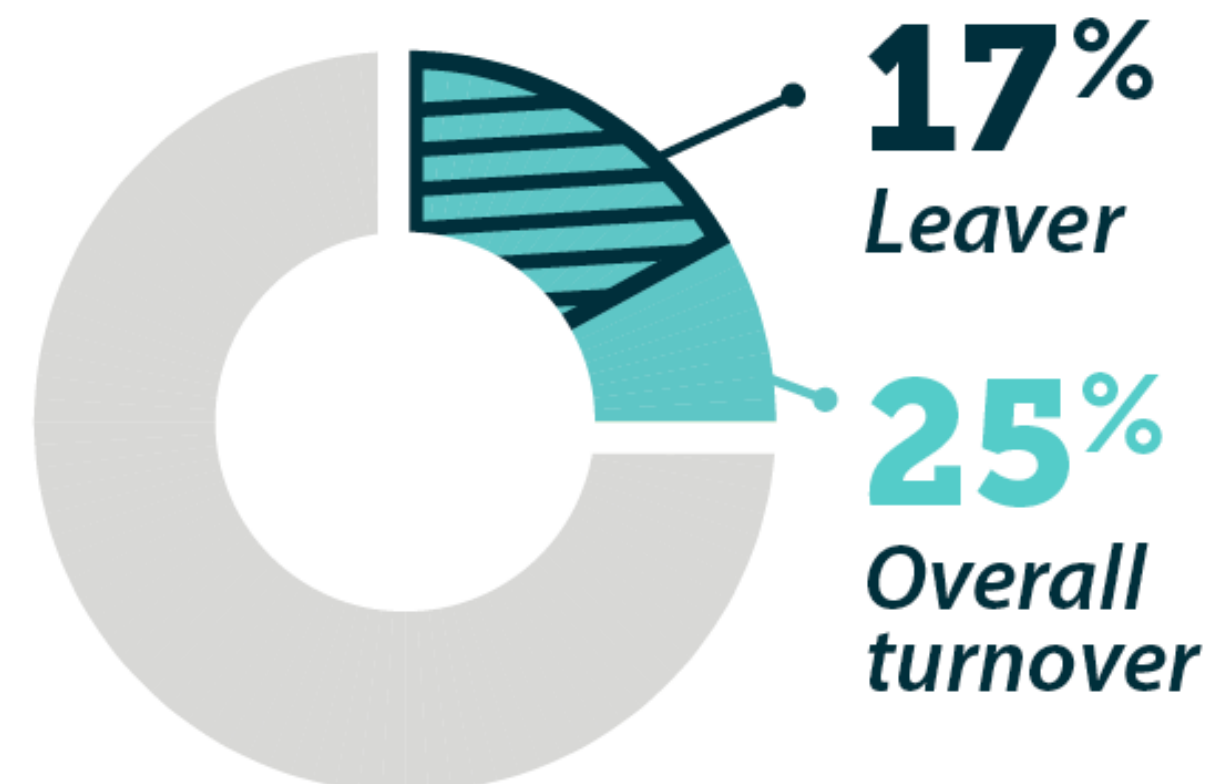


# Most of Alaska's turnover involved educators leaving the state or the profession

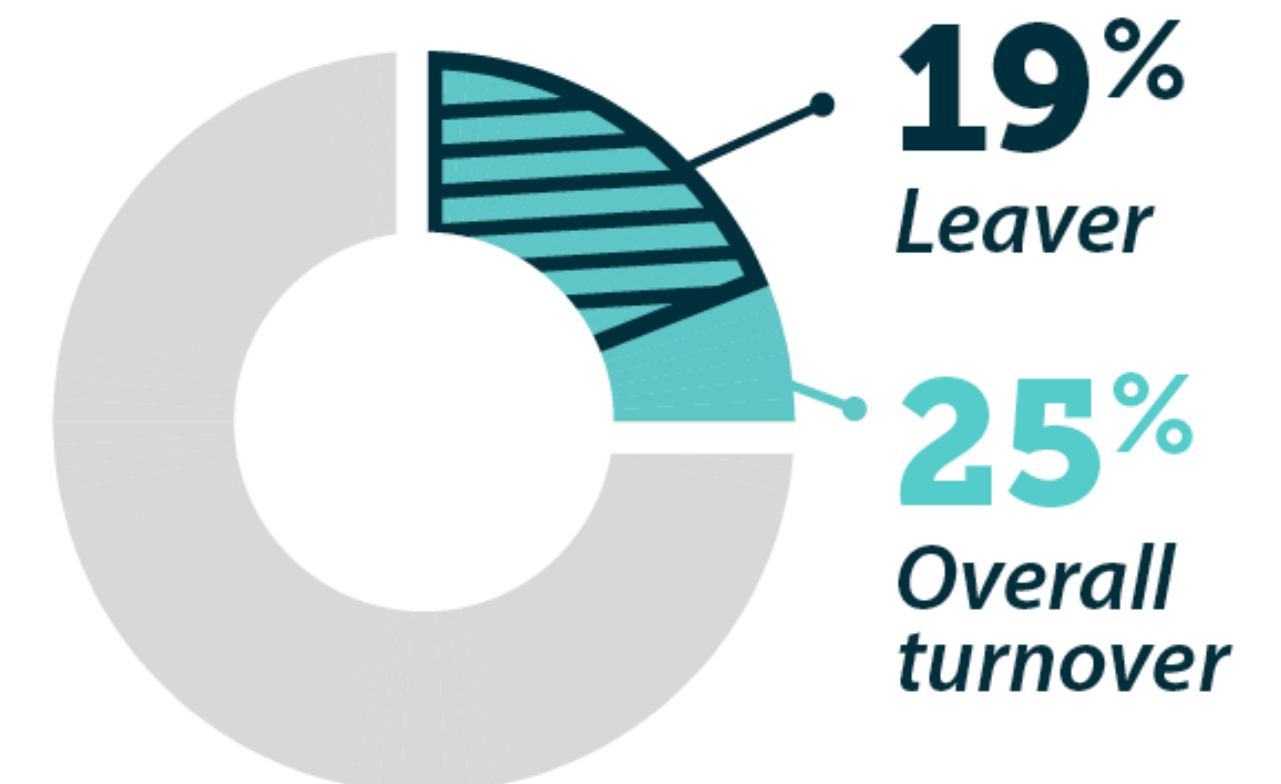
## Turnover rates in Alaska for 2017/18



TEACHER

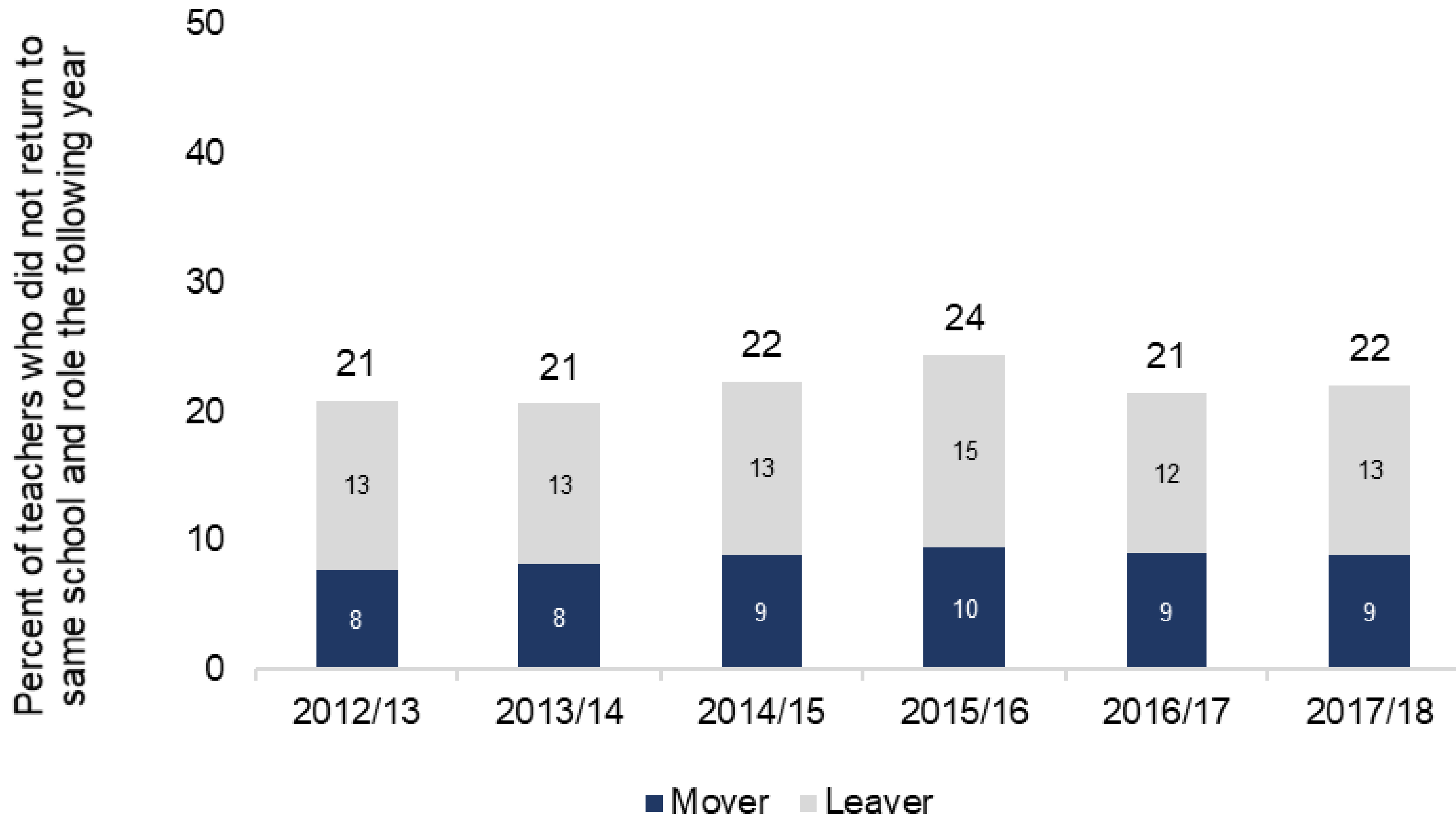


PRINCIPAL

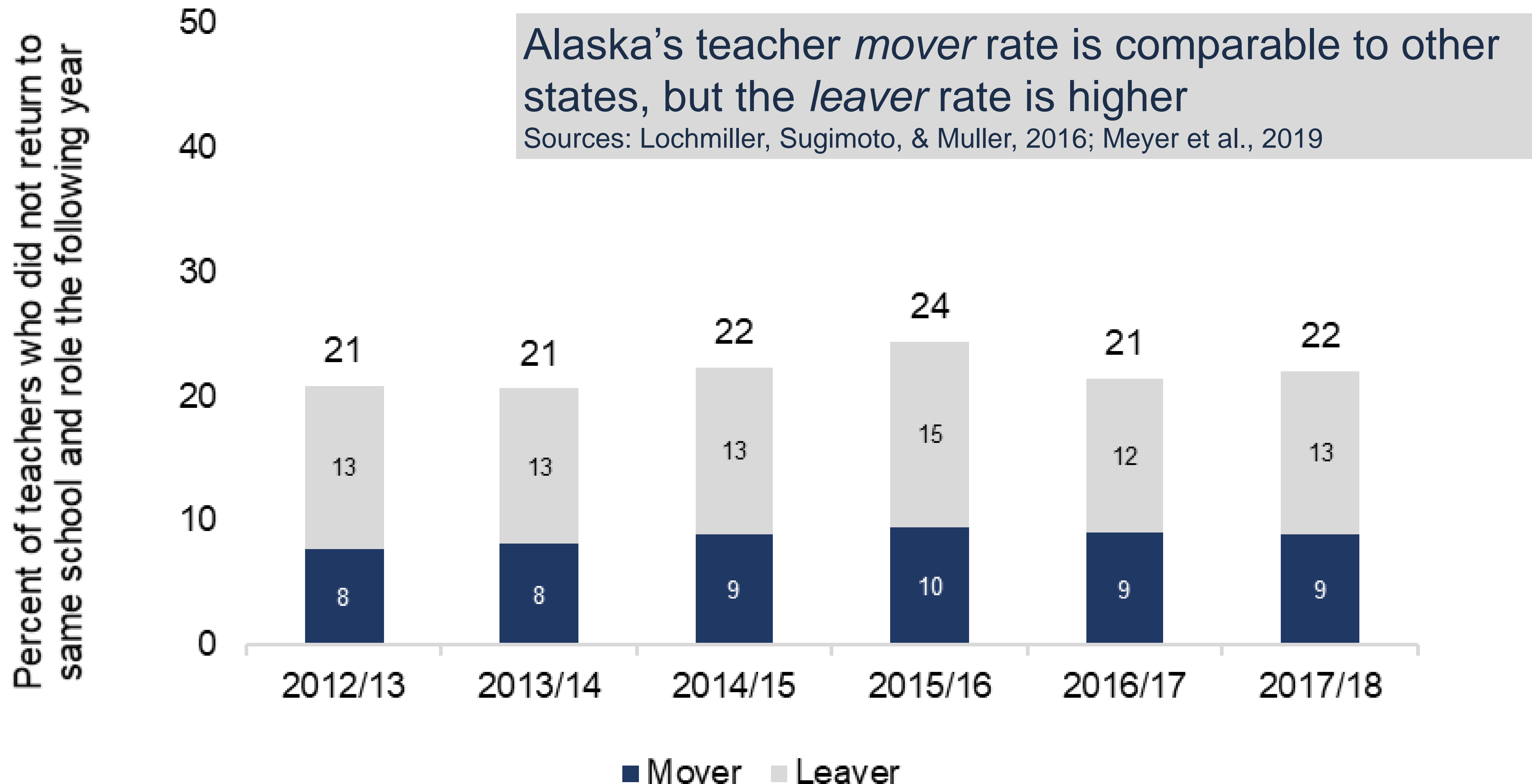


SUPERINTENDENT

The percentage of teachers who did not return to their school or role has been steady over time

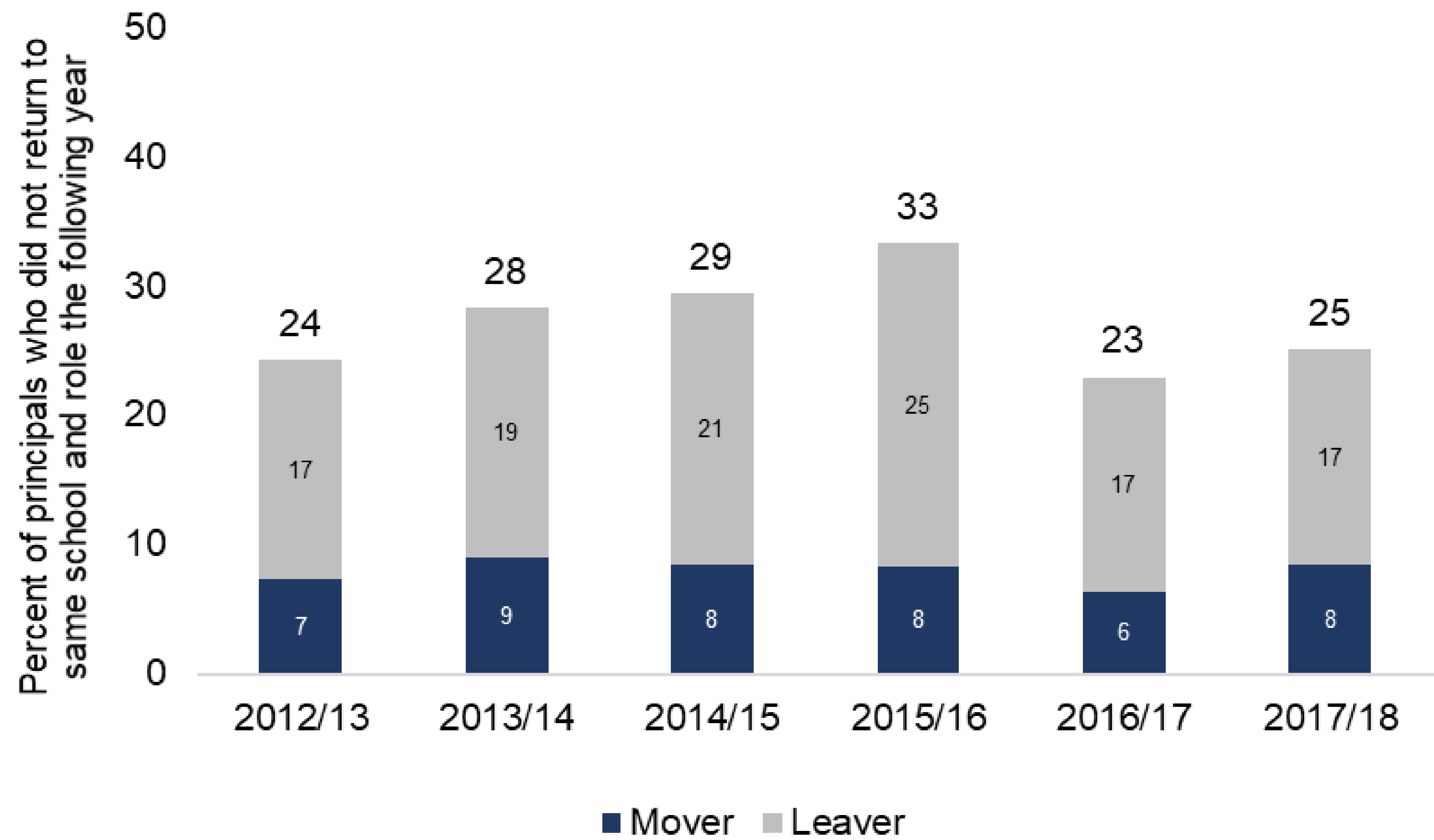


# The percentage of teachers who did not return to their school or role has been steady over time

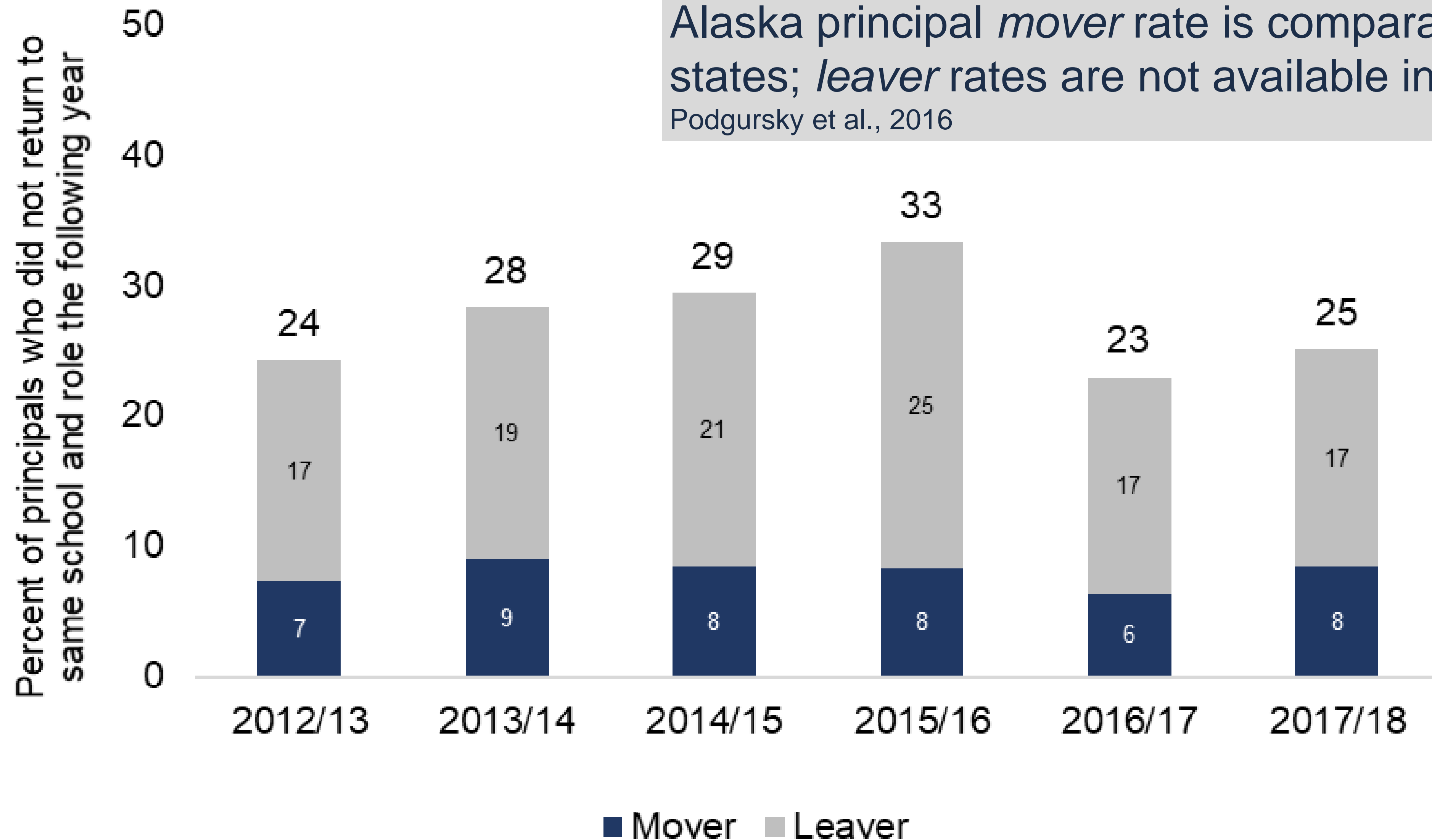




# The percentage of principals who did not return to their school or role varied over time



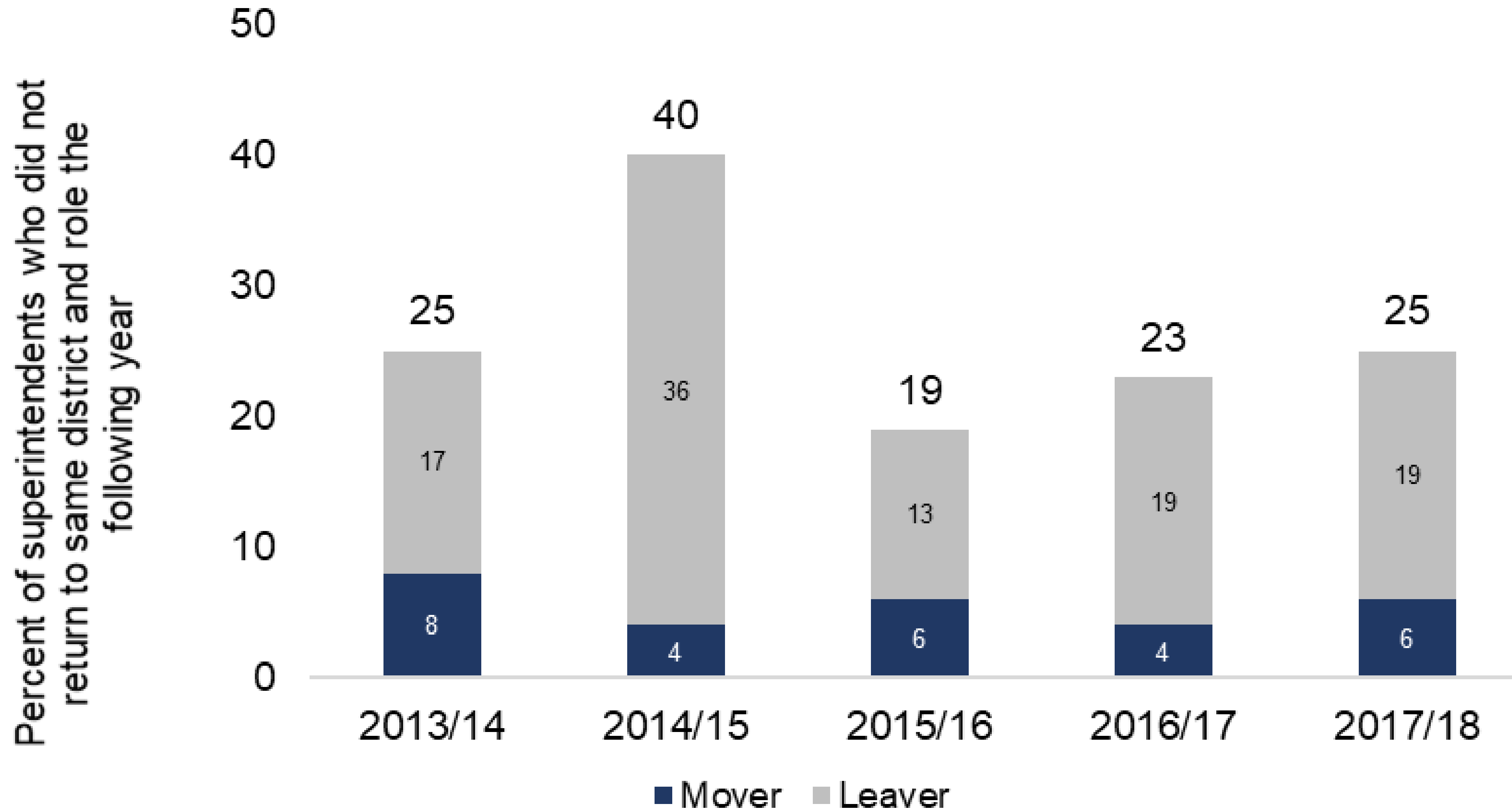
# The percentage of principals who did not return to their school or role varied over time



Alaska principal *mover* rate is comparable to other states; *leaver* rates are not available in other states

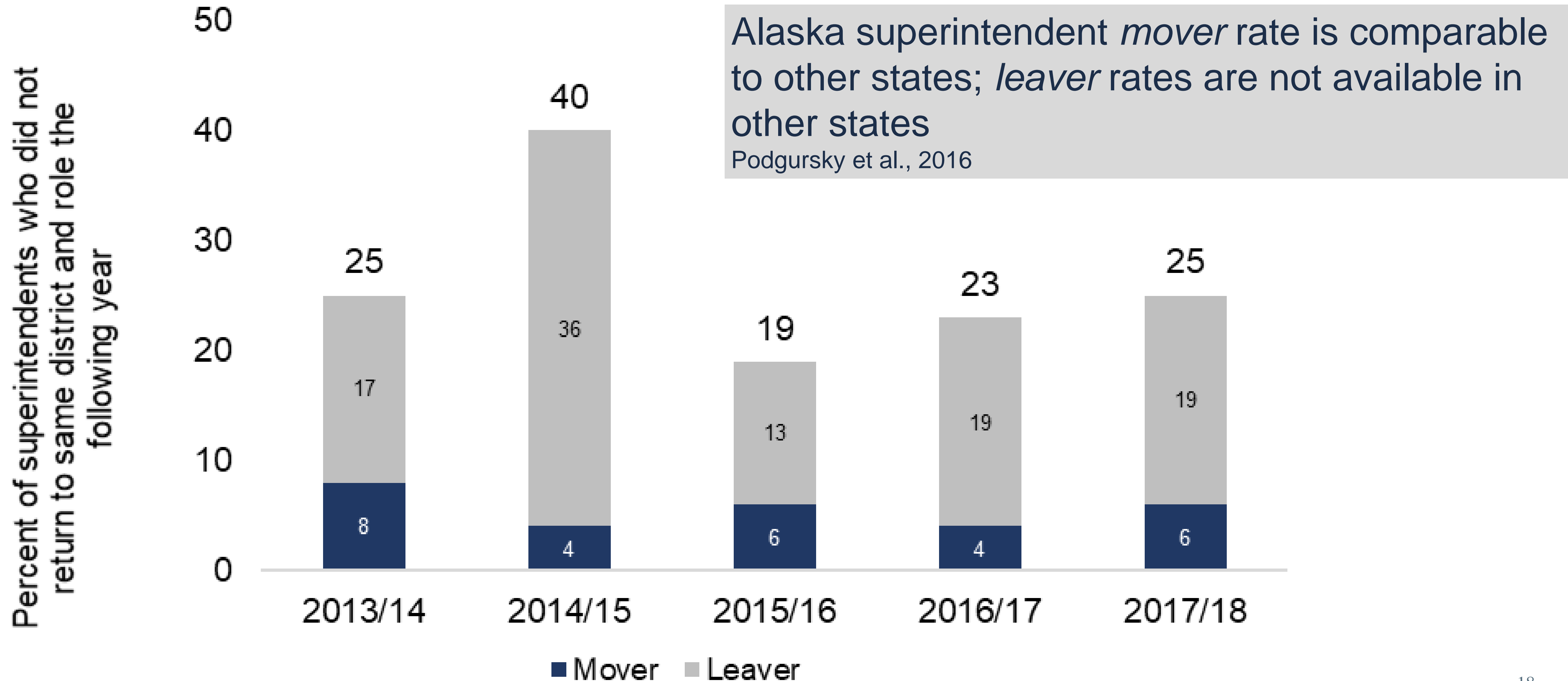
Podgursky et al., 2016

# The percentage of superintendents who did not return to their district or role has varied over time

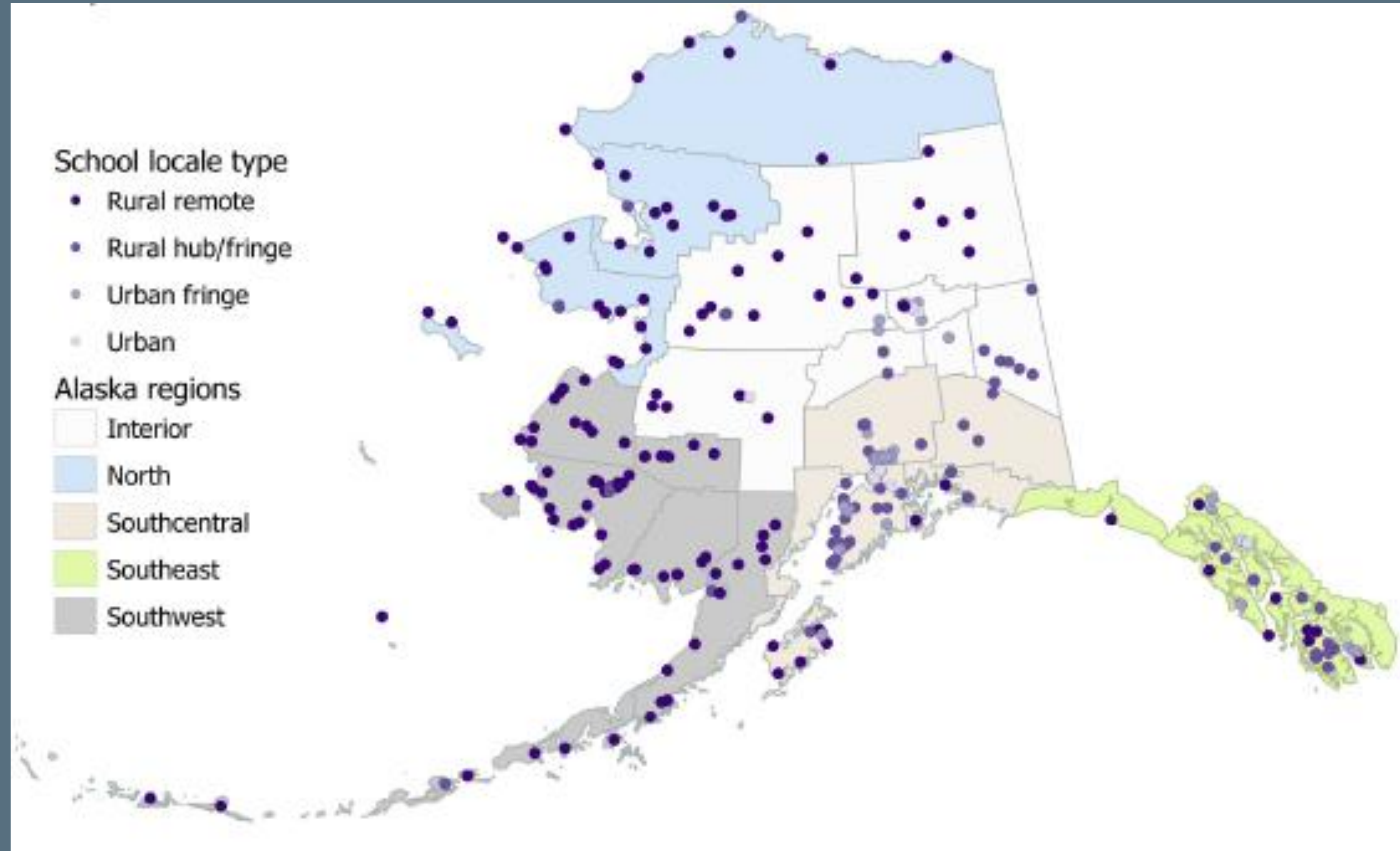




# The percentage of superintendents who did not return to their district or role has varied over time



# Study findings: Patterns by locale



# Rural schools and students are hardest hit by turnover

## Average annual turnover rates for 2012/13 to 2017/18



*Rural-remote*<sup>3</sup>

Teachers

**36%**

Principals

**38%**



*Rural-hub/  
fringe*<sup>4</sup>

Teachers

**25%**

Principals

**33%**



*Urban-fringe*<sup>5</sup>

Teachers

**19%**

Principals

**21%**



*Urban*<sup>6</sup>

Teachers

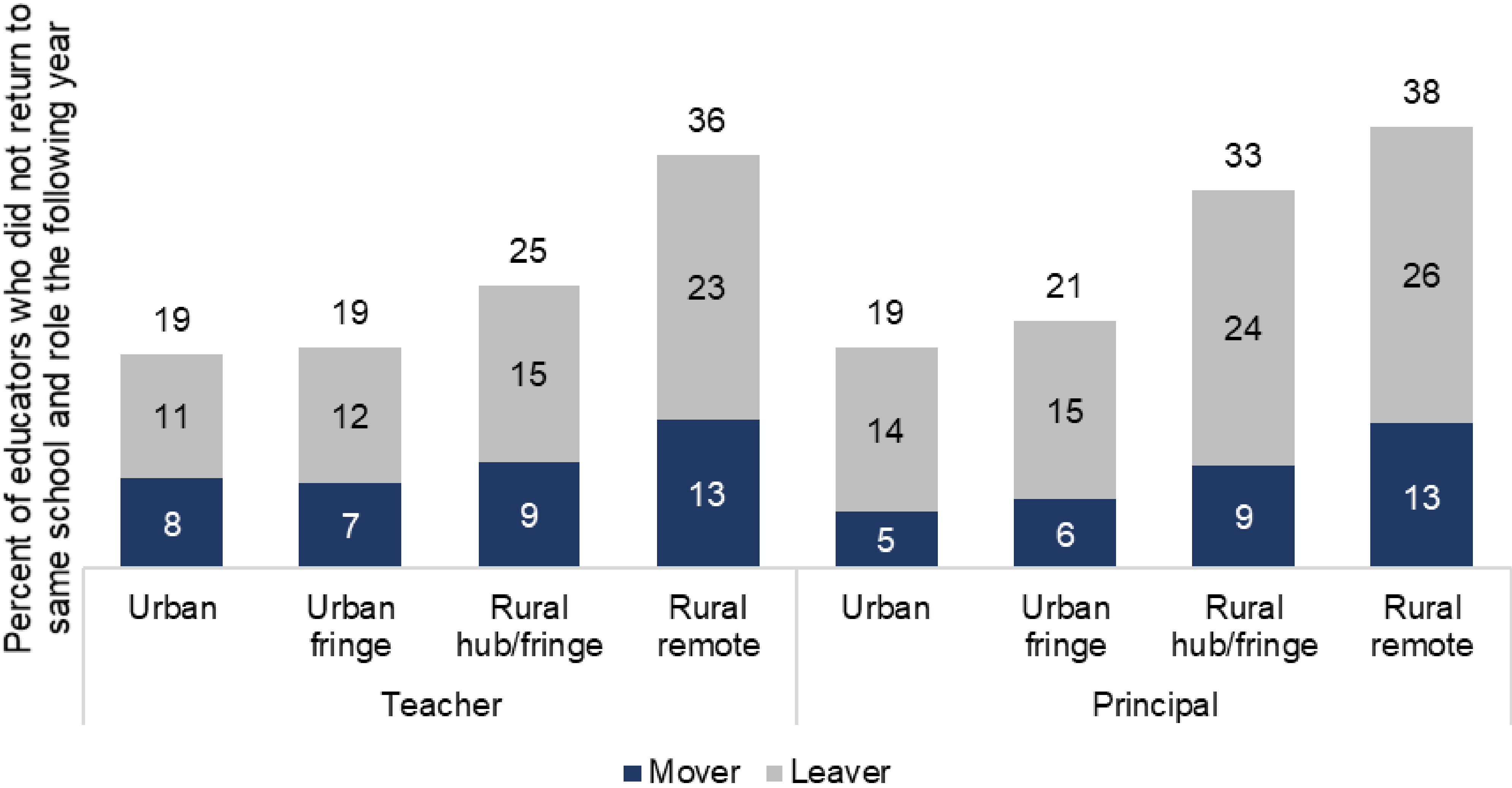
**19%**

Principals

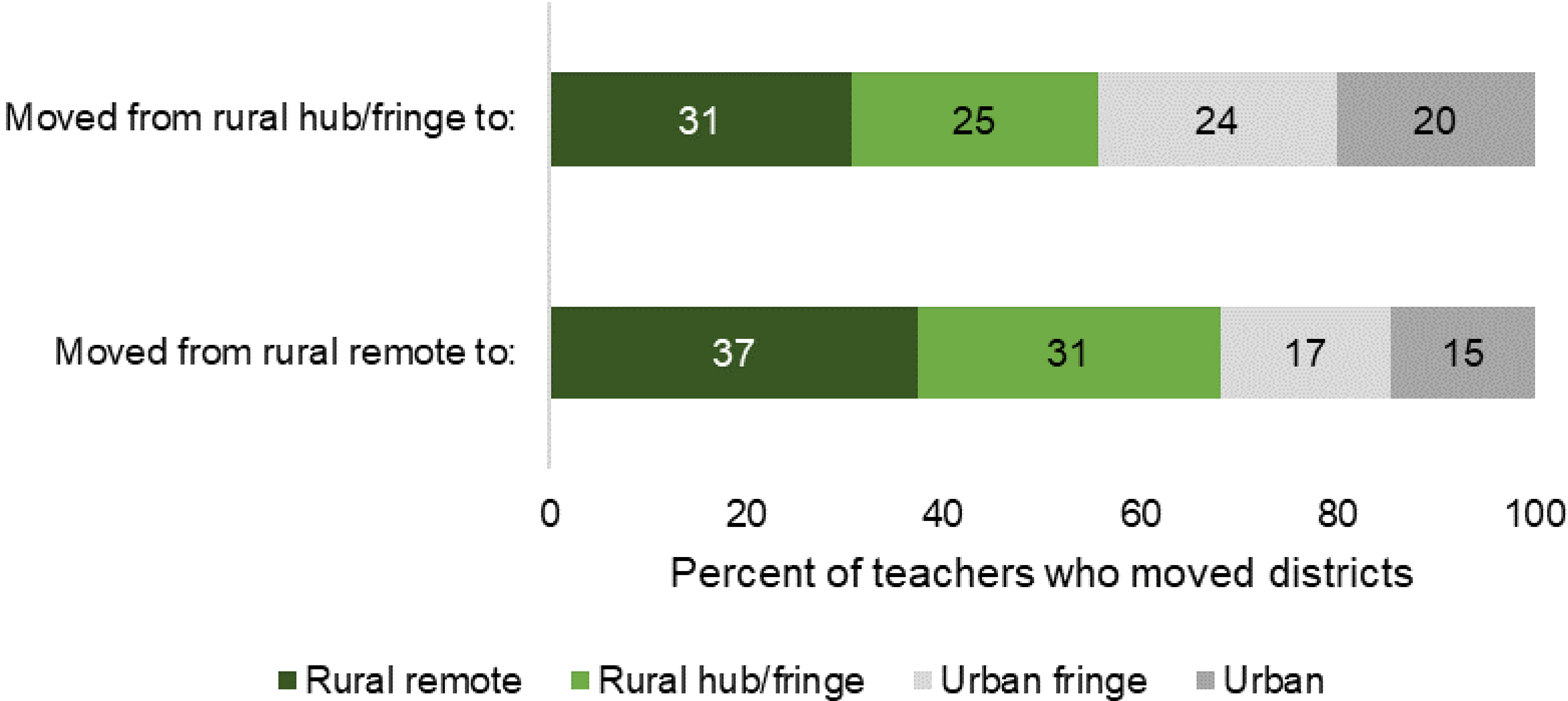
**19%**



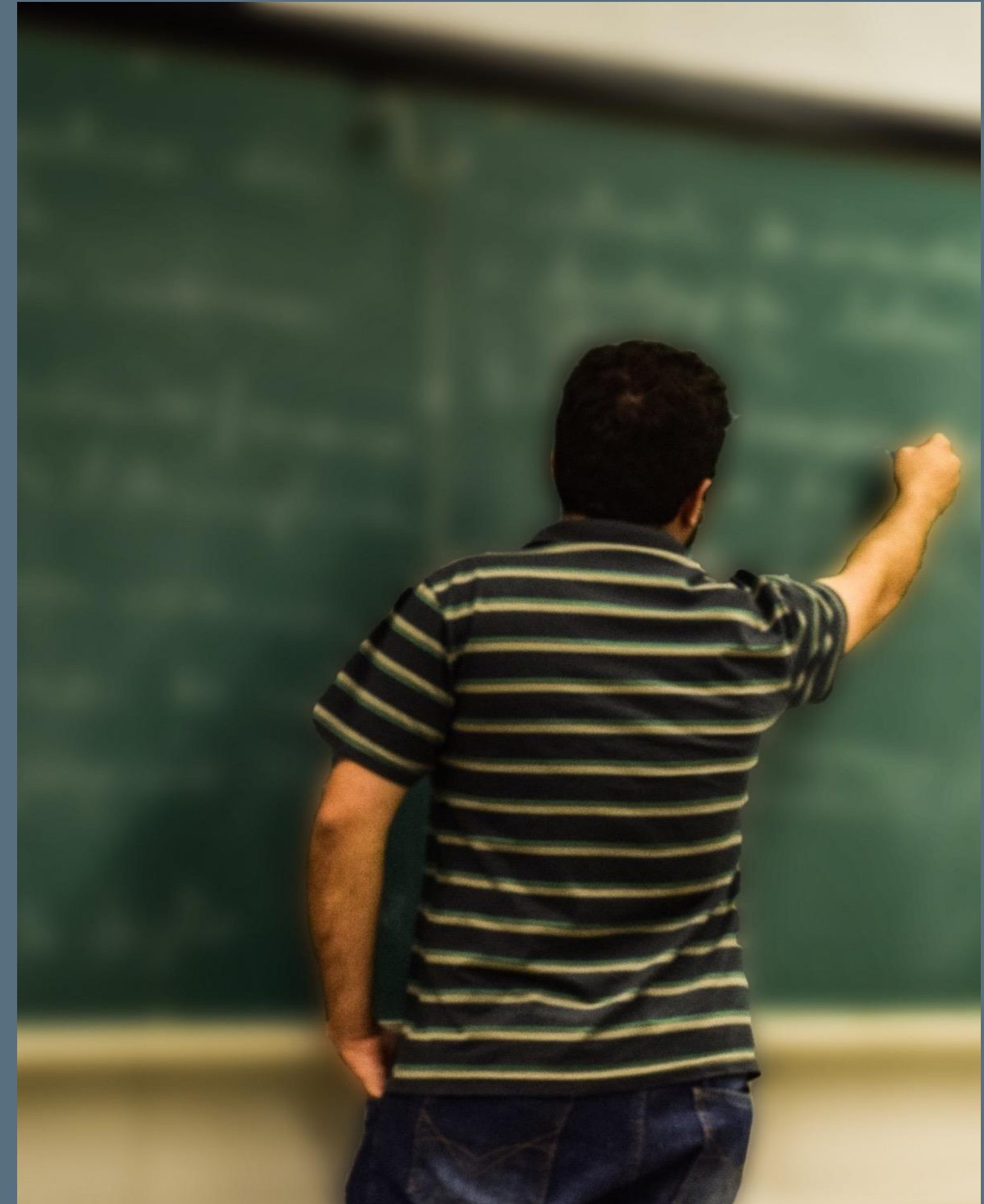
# Higher percentages of rural teachers and principals did not return to their school or role



# Most teachers from rural schools who moved across districts moved to another rural district



# Study findings: Turnover and educator characteristics





# First-year turnover

- 35 percent of teachers in their first year did not return to their school
- 19 percent of teachers beyond their first year did not return to their school
- Little difference for principals

# Teachers and principals prepared outside of Alaska had higher turnover rates

## Average annual turnover rates for 2012/13 to 2017/18

TEACHERS

**18%**

*prepared  
in Alaska*

**vs.**

**24%**

*prepared  
outside Alaska*

PRINCIPALS

**24%**

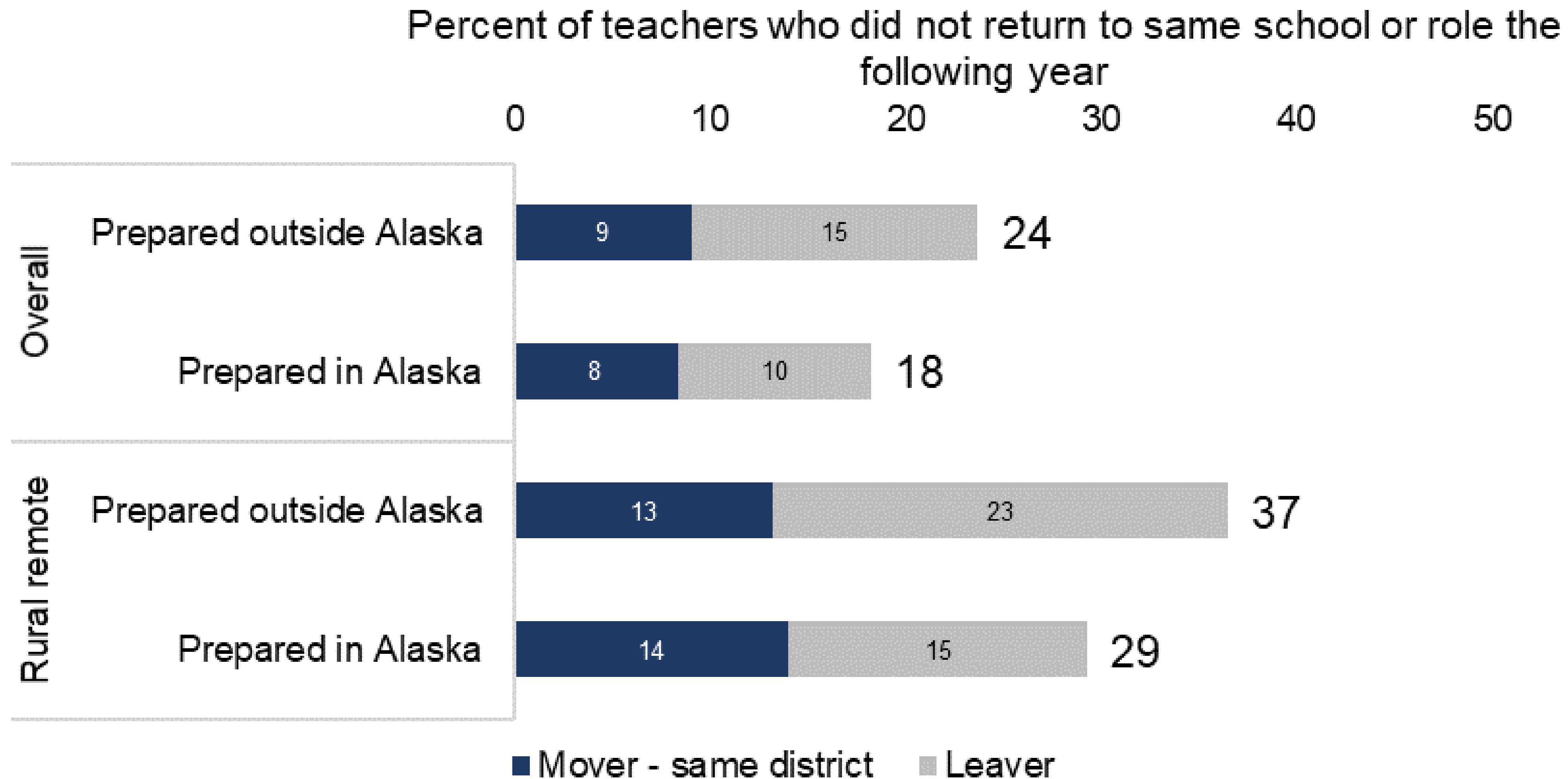
*prepared  
in Alaska*

**vs.**

**34%**

*prepared  
outside Alaska*

# Teachers prepared outside Alaska had higher turnover rates, especially in rural-remote schools





# Study findings: Turnover and school characteristics



Shishaldin / CC BY (<https://creativecommons.org/licenses/by/3.0>)



# Salary and turnover

- Teachers who earned lower salaries had higher turnover rates
- At all salary levels, turnover was higher in rural-remote areas than in other locales

# Teacher, principal, and superintendent turnover

- Principal turnover and teacher turnover are linked
  - 25 percent in schools where principal left
  - 21 percent in schools where principal stayed
- No evidence that superintendent turnover influences teacher or principal turnover



# Study findings: District strategies



# District strategies



Recruit continuously  
for retention

# District strategies



**Recruit continuously  
for retention**



**Build trust between  
administrators and  
teachers**



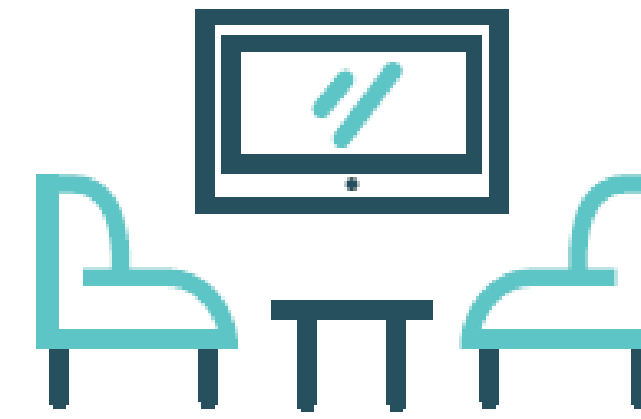
# District strategies



**Recruit continuously  
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**Build trust between  
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**Recreate familiar  
living conditions**

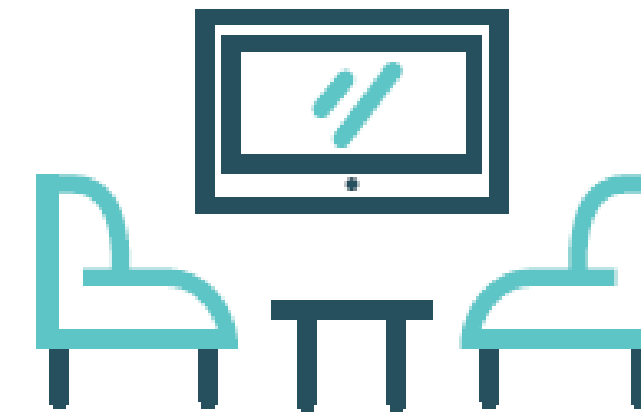
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**Recreate familiar  
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**Support teacher  
growth**

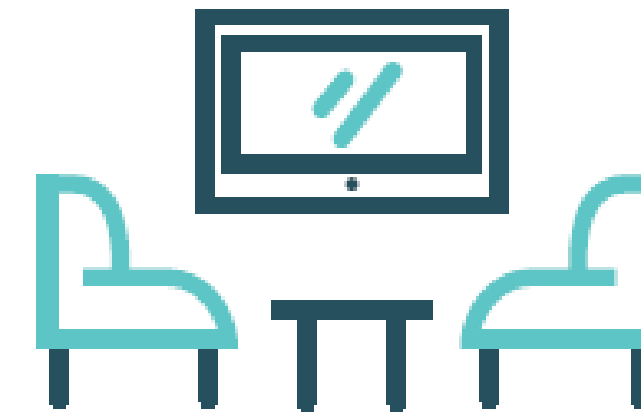
# District strategies



**Recruit continuously  
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**Build trust between  
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**Recreate familiar  
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**Support teacher  
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**Treat teachers like the  
leaders they are**

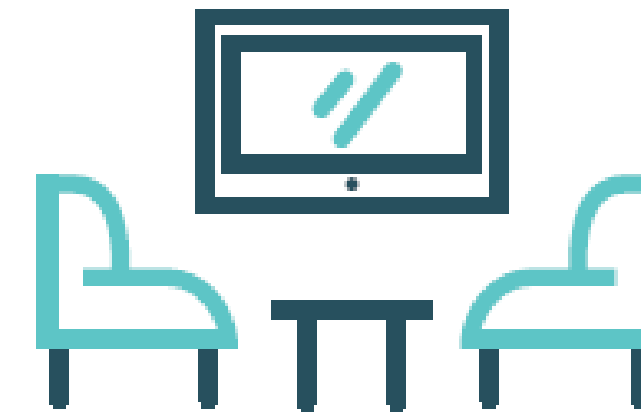
# District strategies



**Recruit continuously  
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**Build trust between  
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**Recreate familiar  
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**Support teacher  
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**Treat teachers like the  
leaders they are**



**Make up for pay that  
is not competitive**



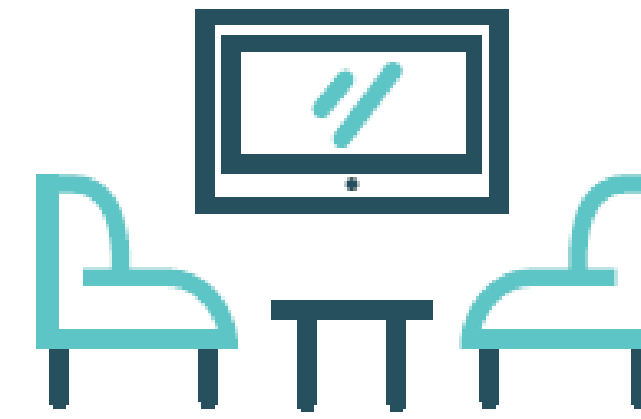
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**Build trust between  
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**Recreate familiar  
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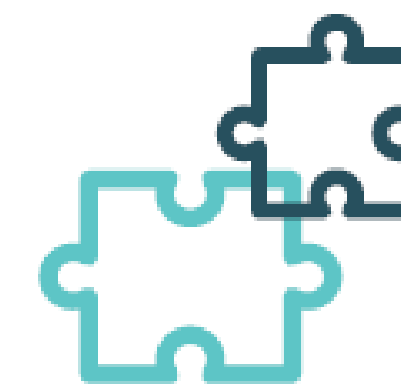
**Support teacher  
growth**



**Treat teachers like the  
leaders they are**



**Make up for pay that  
is not competitive**



**Find pockets of cross-  
district collaboration in a  
competitive environment**

# Study findings: Implications



U.S. Air Force Photo/Steven White

# Implications – Human Resources

- Increase the supply of Alaska-educated teachers

# Implications – Human Resources

- Increase the supply of Alaska-educated teachers
- Look for the right fit



# Implications – Human Resources

- Increase the supply of Alaska-educated teachers
- Look for the right fit
- Advertise Alaska

# Implications – School Conditions

- Provide rural schools with additional support for educator retention

# Implications – School Conditions

- Provide rural schools with additional support for educator retention
- Build trust and sense of belonging

# Implications – School Conditions

- Provide rural schools with additional support for educator retention
- Build trust and sense of belonging
- Offer educators financial and nonfinancial incentives



# Implications – School Conditions

- Provide rural schools with additional support for educator retention
- Build trust and sense of belonging
- Offer educators financial and nonfinancial incentives
- Focus on principal support and retention

Thank you!

# Reference slides: Schools and locales

School Name	District Name	Locale
Dot Lake School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Eagle Community School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Mentasta Lake School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Tanacross School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Tetlin School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Tok School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Walter Northway School	Alaska Gateway Schools	Rural hub/fringe (on & off-road)
Adak School	Aleutian Region Schools	Rural remote (off road)
Yakov E. Netsvetov School	Aleutian Region Schools	Rural remote (off road)
Akutan School	Aleutians East Borough Schools	Rural remote (off road)
False Pass School	Aleutians East Borough Schools	Rural remote (off road)
King Cove School	Aleutians East Borough Schools	Rural remote (off road)
Sand Point School	Aleutians East Borough Schools	Rural remote (off road)
Abbott Loop Elementary	Anchorage Schools	Urban (on & off-road)
Airport Heights Elementary	Anchorage Schools	Urban (on & off-road)
Alaska Native Cultural Charter School	Anchorage Schools	Urban (on & off-road)
Alaska State School for Deaf and Hard of Hearing	Anchorage Schools	Urban (on & off-road)
Alpenglow Elementary	Anchorage Schools	Urban (on & off-road)
Anchorage STrEaM Academy	Anchorage Schools	Urban (on & off-road)

# Locales

School Name	District Name	Locale
Aquarian Charter School	Anchorage Schools	Urban (on & off-road)
Aurora Elementary	Anchorage Schools	Urban (on & off-road)
Avail School	Anchorage Schools	Urban (on & off-road)
Bartlett High School	Anchorage Schools	Urban (on & off-road)
Baxter Elementary	Anchorage Schools	Urban (on & off-road)
Bayshore Elementary	Anchorage Schools	Urban (on & off-road)
Bear Valley Elementary	Anchorage Schools	Urban (on & off-road)
Benson Secondary/S.E.A.R.C.H.	Anchorage Schools	Urban (on & off-road)
Birchwood ABC Elementary	Anchorage Schools	Urban (on & off-road)
Bowman Elementary	Anchorage Schools	Urban (on & off-road)
Campbell Elementary	Anchorage Schools	Urban (on & off-road)
Central Middle School of Science	Anchorage Schools	Urban (on & off-road)
Chester Valley Elementary	Anchorage Schools	Urban (on & off-road)
Chinook Elementary	Anchorage Schools	Urban (on & off-road)
Chugach Optional Elementary	Anchorage Schools	Urban (on & off-road)
Chugiak Elementary	Anchorage Schools	Urban (on & off-road)
Chugiak High School	Anchorage Schools	Urban (on & off-road)
Clark Middle School	Anchorage Schools	Urban (on & off-road)
College Gate Elementary	Anchorage Schools	Urban (on & off-road)



# Locales

School Name	District Name	Locale
Creekside Park Elementary	Anchorage Schools	Urban (on & off-road)
Crossroads School	Anchorage Schools	Urban (on & off-road)
Denali Montessori Elementary	Anchorage Schools	Urban (on & off-road)
Dimond High School	Anchorage Schools	Urban (on & off-road)
Eagle Academy Charter School	Anchorage Schools	Urban (on & off-road)
Eagle River Elementary	Anchorage Schools	Urban (on & off-road)
Eagle River High School	Anchorage Schools	Urban (on & off-road)
East High School	Anchorage Schools	Urban (on & off-road)
Fairview Elementary	Anchorage Schools	Urban (on & off-road)
Fire Lake Elementary	Anchorage Schools	Urban (on & off-road)
Girdwood School	Anchorage Schools	Urban (on & off-road)
Gladys Wood Elementary	Anchorage Schools	Urban (on & off-road)
Goldenview Middle School	Anchorage Schools	Urban (on & off-road)
Government Hill Elementary	Anchorage Schools	Urban (on & off-road)
Gruening Middle School	Anchorage Schools	Urban (on & off-road)
Hanshew Middle School	Anchorage Schools	Urban (on & off-road)
Highland Academy Charter	Anchorage Schools	Urban (on & off-road)
Homestead Elementary	Anchorage Schools	Urban (on & off-road)
Huffman Elementary	Anchorage Schools	Urban (on & off-road)

# Locales

School Name	District Name	Locale
Inlet View Elementary	Anchorage Schools	Urban (on & off-road)
Kasuun Elementary	Anchorage Schools	Urban (on & off-road)
Kincaid Elementary	Anchorage Schools	Urban (on & off-road)
Klatt Elementary	Anchorage Schools	Urban (on & off-road)
Lake Hood Elementary	Anchorage Schools	Urban (on & off-road)
Lake Otis Elementary	Anchorage Schools	Urban (on & off-road)
Mears Middle School	Anchorage Schools	Urban (on & off-road)
Mirror Lake Middle School	Anchorage Schools	Urban (on & off-road)
Mountain View Elementary	Anchorage Schools	Urban (on & off-road)
Mt. Spurr Elementary	Anchorage Schools	Urban (on & off-road)
Muldoon Elementary	Anchorage Schools	Urban (on & off-road)
Nicholas J. Begich Middle School	Anchorage Schools	Urban (on & off-road)
North Star Elementary (ASD)	Anchorage Schools	Urban (on & off-road)
Northern Lights ABC K-8 School	Anchorage Schools	Urban (on & off-road)
Northwood ABC	Anchorage Schools	Urban (on & off-road)
Nunaka Valley Elementary	Anchorage Schools	Urban (on & off-road)
Ocean View Elementary	Anchorage Schools	Urban (on & off-road)
O'Malley Elementary	Anchorage Schools	Urban (on & off-road)
Orion Elementary School	Anchorage Schools	Urban (on & off-road)

# Locales

School Name	District Name	Locale
Polaris K-12 School	Anchorage Schools	Urban (on & off-road)
Ptarmigan Elementary	Anchorage Schools	Urban (on & off-road)
Rabbit Creek Elementary	Anchorage Schools	Urban (on & off-road)
Ravenwood Elementary	Anchorage Schools	Urban (on & off-road)
Rilke Schule Charter School	Anchorage Schools	Urban (on & off-road)
Rogers Park Elementary	Anchorage Schools	Urban (on & off-road)
Romig Middle School	Anchorage Schools	Urban (on & off-road)
Russian Jack Elementary	Anchorage Schools	Urban (on & off-road)
S.A.V.E. High School	Anchorage Schools	Urban (on & off-road)
Sand Lake Elementary	Anchorage Schools	Urban (on & off-road)
Scenic Park Elementary	Anchorage Schools	Urban (on & off-road)
Service High School	Anchorage Schools	Urban (on & off-road)
South Anchorage High School	Anchorage Schools	Urban (on & off-road)
Spring Hill Elementary	Anchorage Schools	Urban (on & off-road)
Steller Secondary School	Anchorage Schools	Urban (on & off-road)
Susitna Elementary	Anchorage Schools	Urban (on & off-road)
Taku Elementary	Anchorage Schools	Urban (on & off-road)
The New Path High School	Anchorage Schools	Urban (on & off-road)
Trailside Elementary	Anchorage Schools	Urban (on & off-road)

# Locales

School Name	District Name	Locale
Tudor Elementary	Anchorage Schools	Urban (on & off-road)
Turnagain Elementary	Anchorage Schools	Urban (on & off-road)
Ursa Major Elementary	Anchorage Schools	Urban (on & off-road)
Ursa Minor Elementary	Anchorage Schools	Urban (on & off-road)
Wendler Middle School	Anchorage Schools	Urban (on & off-road)
West High School	Anchorage Schools	Urban (on & off-road)
Whaley School	Anchorage Schools	Urban (on & off-road)
William Tyson Elementary	Anchorage Schools	Urban (on & off-road)
Williwaw Elementary	Anchorage Schools	Urban (on & off-road)
Willow Crest Elementary	Anchorage Schools	Urban (on & off-road)
Winterberry School	Anchorage Schools	Urban (on & off-road)
Wonder Park Elementary	Anchorage Schools	Urban (on & off-road)
Charles R. Leask Sr. Middle School	Annette Island Schools	Rural remote (off road)
Metlakatla High School	Annette Island Schools	Rural remote (off road)
Richard Johnson Elementary	Annette Island Schools	Rural remote (off road)
Aniguiin School	Bering Strait Schools	Rural remote (off road)
Anthony A. Andrews School	Bering Strait Schools	Rural remote (off road)
Brevig Mission School	Bering Strait Schools	Rural remote (off road)
Diomedes School	Bering Strait Schools	Rural remote (off road)



# Locales

School Name	District Name	Locale
Gambell School	Bering Strait Schools	Rural remote (off road)
Hogarth Kingeekuk Sr. Memorial School	Bering Strait Schools	Rural remote (off road)
James C. Isabell School	Bering Strait Schools	Rural remote (off road)
Koyuk-Malimiut School	Bering Strait Schools	Rural remote (off road)
Martin L. Olson School	Bering Strait Schools	Rural remote (off road)
Shaktoolik School	Bering Strait Schools	Rural remote (off road)
Shishmaref School	Bering Strait Schools	Rural remote (off road)
Tukurngailnguq School	Bering Strait Schools	Rural remote (off road)
Unalakleet School	Bering Strait Schools	Rural remote (off road)
Wales School	Bering Strait Schools	Rural remote (off road)
White Mountain School	Bering Strait Schools	Rural remote (off road)
Bristol Bay Middle/High School	Bristol Bay Borough Schools	Rural hub/fringe (on & off-road)
Naknek Elementary	Bristol Bay Borough Schools	Rural hub/fringe (on & off-road)
Angoon School	Chatham Schools	Rural hub/fringe (on & off-road)
Gustavus School	Chatham Schools	Rural hub/fringe (on & off-road)
Klukwan School	Chatham Schools	Rural remote (off road)
Chenega Bay School	Chugach Schools	Rural remote (off road)
Tatitlek Community School	Chugach Schools	Rural remote (off road)
Whittier Community School	Chugach Schools	Rural hub/fringe (on & off-road)

# Locales

School Name	District Name	Locale
Glennallen Elementary	Copper River Schools	Rural hub/fringe (on & off-road)
Glennallen Jr/Sr High School	Copper River Schools	Rural hub/fringe (on & off-road)
Kenny Lake School	Copper River Schools	Rural hub/fringe (on & off-road)
Slana School	Copper River Schools	Rural hub/fringe (on & off-road)
Cordova Jr/Sr High School	Cordova City Schools	Rural hub/fringe (on & off-road)
Mt. Eccles Elementary	Cordova City Schools	Rural hub/fringe (on & off-road)
Craig Elementary	Craig City Schools	Rural hub/fringe (on & off-road)
Craig High School	Craig City Schools	Rural hub/fringe (on & off-road)
Craig Middle School	Craig City Schools	Rural hub/fringe (on & off-road)
Delta Junction Elementary	Delta-Greely Schools	Urban fringe (on & off-road)
Delta Junction Sr. High School	Delta-Greely Schools	Urban fringe (on & off-road)
Gerstle River School	Delta-Greely Schools	Urban fringe (on & off-road)
New Horizons High School	Delta-Greely Schools	Urban fringe (on & off-road)
Anderson School	Denali Borough Schools	Urban fringe (on & off-road)
Cantwell School	Denali Borough Schools	Rural hub/fringe (on & off-road)
Tri-Valley School	Denali Borough Schools	Rural hub/fringe (on & off-road)
Dillingham Elementary	Dillingham City Schools	Rural hub/fringe (on & off-road)
Dillingham Middle/High School	Dillingham City Schools	Rural hub/fringe (on & off-road)
Alternative Learning Systems	Fairbanks North Star Borough Schools	Urban (on & off-road)

# Locales

School Name	District Name	Locale
Anderson Elementary (Crawford)	Fairbanks North Star Borough Schools	Urban (on & off-road)
Anne Wien Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Arctic Light Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Badger Road Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Barnette Magnet School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Ben Eielson Jr/Sr High School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Chinook Montessori Charter School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Crawford Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Denali Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Effie Kokrine Charter School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Hunter Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Hutchison High School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Joy Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Ladd Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Lathrop High School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Nordale Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
North Pole Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
North Pole High School	Fairbanks North Star Borough Schools	Urban (on & off-road)
North Pole Middle School	Fairbanks North Star Borough Schools	Urban (on & off-road)



# Locales

School Name	District Name	Locale
Pearl Creek Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Randy Smith Middle School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Ryan Middle School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Salcha Elementary	Fairbanks North Star Borough Schools	Urban fringe (on & off-road)
Star of the North Secondary School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Tanana Middle School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Ticasuk Brown Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Two Rivers School	Fairbanks North Star Borough Schools	Urban fringe (on & off-road)
University Park Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Watershed Charter School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Weller Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
West Valley High School	Fairbanks North Star Borough Schools	Urban (on & off-road)
Woodriver Elementary	Fairbanks North Star Borough Schools	Urban (on & off-road)
Galena Interior Learning Academy (GILA)	Galena City Schools	Rural hub/fringe (on & off-road)
Sidney C. Huntington Elementary	Galena City Schools	Rural hub/fringe (on & off-road)
Sidney C. Huntington Jr/Sr High School	Galena City Schools	Rural hub/fringe (on & off-road)
Haines Elementary	Haines Borough Schools	Urban fringe (on & off-road)
Haines High School	Haines Borough Schools	Urban fringe (on & off-road)
Hoonah Elementary	Hoonah City Schools	Rural hub/fringe (on & off-road)



# Locales

School Name	District Name	Locale
Hoonah Jr/Sr High School	Hoonah City Schools	Rural hub/fringe (on & off-road)
Hydaburg School	Hydaburg City Schools	Rural hub/fringe (on & off-road)
Blackwell School	Iditarod Area Schools	Rural remote (off road)
David Louis Memorial School	Iditarod Area Schools	Rural remote (off road)
Holy Cross School	Iditarod Area Schools	Rural remote (off road)
Innoko River School	Iditarod Area Schools	Rural remote (off road)
McGrath School	Iditarod Area Schools	Rural remote (off road)
Takotna Community School	Iditarod Area Schools	Rural remote (off road)
Top of the Kuskokwim School	Iditarod Area Schools	Rural remote (off road)
Auke Bay Elementary	Juneau Borough Schools	Urban (on & off-road)
Dzantik'i Heeni Middle School	Juneau Borough Schools	Urban (on & off-road)
Floyd Dryden Middle School	Juneau Borough Schools	Urban (on & off-road)
Gastineau Elementary	Juneau Borough Schools	Urban (on & off-road)
Glacier Valley Elementary	Juneau Borough Schools	Urban (on & off-road)
Harborview Elementary	Juneau Borough Schools	Urban (on & off-road)
Juneau Community Charter School	Juneau Borough Schools	Urban (on & off-road)
Juneau-Douglas High School	Juneau Borough Schools	Urban (on & off-road)
Mendenhall River Community School	Juneau Borough Schools	Urban (on & off-road)
Montessori Borealis Public Alternative School	Juneau Borough Schools	Urban (on & off-road)

# Locales

School Name	District Name	Locale
Riverbend Elementary	Juneau Borough Schools	Urban (on & off-road)
Thunder Mountain High School	Juneau Borough Schools	Urban (on & off-road)
Yaakoosge Daakahidi Alt. H.S.	Juneau Borough Schools	Urban (on & off-road)
Kake Elementary & High School	Kake City Schools	Rural remote (off road)
Chevak School	Kashunamiut Schools	Rural remote (off road)
Aurora Borealis Charter School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Chapman School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Cooper Landing School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Fireweed Academy	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Homer Flex School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Homer High School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Homer Middle School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Hope School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Kachemak Selo School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Kaleidoscope School of Arts & Science	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Kalifornsky Beach Elementary	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Kenai Alternative High School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Kenai Central High School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Kenai Middle School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)

# Locales

School Name	District Name	Locale
McNeil Canyon Elementary	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Moose Pass School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Mt. View Elementary	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Nanwalek School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Nikiski Middle/Senior High School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Nikiski North Star Elementary	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Nikolaevsk School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Ninilchik School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Paul Banks Elementary (West Homer)	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Port Graham School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Razdolna School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Redoubt Elementary	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
River City Academy	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Seward High School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Seward Middle School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Skyview Middle School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Soldotna Elementary	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Soldotna High School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Soldotna Montessori Charter School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)



# Locales

School Name	District Name	Locale
Soldotna Prep School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Sterling Elementary	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Susan B English School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Tebughna School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Tustumena Elementary	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
Voznesenka School	Kenai Peninsula Borough Schools	Rural hub/fringe (on & off-road)
West Homer Elementary	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
William H. Seward Elementary School	Kenai Peninsula Borough Schools	Urban fringe (on & off-road)
Fawn Mountain Elementary	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Houghtaling Elementary	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Ketchikan Charter School	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Ketchikan High School	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Point Higgins School	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Revilla Jr/Sr High School	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Schoenbar Middle School	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Tongass School of Arts and Sciences Charter Scho	Ketchikan Gateway Borough Schools	Urban fringe (on & off-road)
Klawock City School	Klawock City Schools	Rural hub/fringe (on & off-road)
Akhiok School	Kodiak Island Borough Schools	Rural remote (off road)
Chiniak School	Kodiak Island Borough Schools	Rural remote (off road)



# Locales

School Name	District Name	Locale
Danger Bay School	Kodiak Island Borough Schools	Urban fringe (on & off-road)
East Elementary	Kodiak Island Borough Schools	Urban fringe (on & off-road)
Karluk School	Kodiak Island Borough Schools	Rural remote (off road)
Kodiak High School	Kodiak Island Borough Schools	Urban fringe (on & off-road)
Kodiak Middle School	Kodiak Island Borough Schools	Urban fringe (on & off-road)
Larsen Bay School	Kodiak Island Borough Schools	Rural remote (off road)
Main Elementary	Kodiak Island Borough Schools	Urban fringe (on & off-road)
North Star Elementary (KIBSD)	Kodiak Island Borough Schools	Urban fringe (on & off-road)
Old Harbor School	Kodiak Island Borough Schools	Rural remote (off road)
Ouzinkie School	Kodiak Island Borough Schools	Rural remote (off road)
Peterson Elementary	Kodiak Island Borough Schools	Urban fringe (on & off-road)
Port Lions School	Kodiak Island Borough Schools	Rural hub/fringe (on & off-road)
Aniak Jr/Sr High School	Kuspuk Schools	Rural remote (off road)
Auntie Mary Nicoli Elementary	Kuspuk Schools	Rural remote (off road)
Crow Village Sam School	Kuspuk Schools	Rural remote (off road)
George Morgan Sr. H.S.	Kuspuk Schools	Rural remote (off road)
Gusty Michael School	Kuspuk Schools	Rural remote (off road)
Jack Egnaty Sr. School	Kuspuk Schools	Rural remote (off road)
Johnnie John Sr. School	Kuspuk Schools	Rural remote (off road)

# Locales

School Name	District Name	Locale
Joseph S. & Olinga Gregory Elementary	Kuspuk Schools	Rural remote (off road)
Zackar Levi Elementary	Kuspuk Schools	Rural remote (off road)
Chignik Bay School	Lake and Peninsula Borough Schools	Rural remote (off road)
Chignik Lagoon School	Lake and Peninsula Borough Schools	Rural remote (off road)
Chignik Lake School	Lake and Peninsula Borough Schools	Rural remote (off road)
Igiugig School	Lake and Peninsula Borough Schools	Rural remote (off road)
Kokhanok School	Lake and Peninsula Borough Schools	Rural remote (off road)
Levelock School	Lake and Peninsula Borough Schools	Rural remote (off road)
Meshik School	Lake and Peninsula Borough Schools	Rural remote (off road)
Newhalen School	Lake and Peninsula Borough Schools	Rural remote (off road)
Nondalton School	Lake and Peninsula Borough Schools	Rural remote (off road)
Perryville School	Lake and Peninsula Borough Schools	Rural remote (off road)
Pilot Point School	Lake and Peninsula Borough Schools	Rural remote (off road)
Tanalian School	Lake and Peninsula Borough Schools	Rural remote (off road)
Akiuk Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Akula Elitnaurvik School	Lower Kuskokwim Schools	Rural remote (off road)
Anna Tobeluk Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Arviq School	Lower Kuskokwim Schools	Rural remote (off road)
Ayagina'ar Elitnaurvik	Lower Kuskokwim Schools	Rural remote (off road)

# Locales

School Name	District Name	Locale
Ayaprun Elitnaurvik	Lower Kuskokwim Schools	Rural hub/fringe (on & off-road)
Ayaprun School	Lower Kuskokwim Schools	Rural remote (off road)
Bethel Regional High School	Lower Kuskokwim Schools	Rural hub/fringe (on & off-road)
Chaputnguak School	Lower Kuskokwim Schools	Rural remote (off road)
Chief Paul Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Eek School	Lower Kuskokwim Schools	Rural remote (off road)
Gladys Jung Elementary	Lower Kuskokwim Schools	Rural hub/fringe (on & off-road)
Joann A. Alexie Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Ket'acik/Aapalluk Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Kuinerrarmiut Elitnaurviat	Lower Kuskokwim Schools	Rural remote (off road)
Kuskokwim Learning Academy	Lower Kuskokwim Schools	Rural hub/fringe (on & off-road)
Kwigillingok School	Lower Kuskokwim Schools	Rural remote (off road)
Lewis Angapak Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Mikelnguut Elitnaurviat (Gladys Jung)	Lower Kuskokwim Schools	Rural hub/fringe (on & off-road)
Negtemiut Elitnaurviat School	Lower Kuskokwim Schools	Rural remote (off road)
Nelson Island Area School	Lower Kuskokwim Schools	Rural remote (off road)
Nuniwarmiut School	Lower Kuskokwim Schools	Rural remote (off road)
Paul T. Albert Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Qugcuun Memorial School	Lower Kuskokwim Schools	Rural hub/fringe (on & off-road)



# Locales

School Name	District Name	Locale
Rocky Mountain School	Lower Kuskokwim Schools	Rural remote (off road)
William Miller Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Z. John Williams Memorial School	Lower Kuskokwim Schools	Rural remote (off road)
Alakanuk School	Lower Yukon Schools	Rural remote (off road)
Emmonak School	Lower Yukon Schools	Rural remote (off road)
Hooper Bay School	Lower Yukon Schools	Rural remote (off road)
Ignatius Beans School	Lower Yukon Schools	Rural remote (off road)
Kotlik School	Lower Yukon Schools	Rural remote (off road)
Marshall School	Lower Yukon Schools	Rural remote (off road)
Pilot Station School	Lower Yukon Schools	Rural remote (off road)
Russian Mission School	Lower Yukon Schools	Rural remote (off road)
Scammon Bay School	Lower Yukon Schools	Rural remote (off road)
Sheldon Point School	Lower Yukon Schools	Rural remote (off road)
Academy Charter School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Alaska Middle College School	Mat-Su Borough Schools	Urban fringe (on & off-road)
American Charter Academy	Mat-Su Borough Schools	Urban fringe (on & off-road)
Beryozova School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Big Lake Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Birchtree Charter School	Mat-Su Borough Schools	Urban fringe (on & off-road)



# Locales

School Name	District Name	Locale
Burchell High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Butte Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Colony High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Colony Middle School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Cottonwood Creek Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Dena'ina Elementary School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Finger Lake Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Fred and Sara Machetanz Elementary School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Fronteras Charter School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Glacier View School	Mat-Su Borough Schools	Rural hub/fringe (on & off-road)
Goose Bay Elementary (Knik Elem)	Mat-Su Borough Schools	Urban fringe (on & off-road)
Houston High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Houston Middle School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Iditarod Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
John Shaw Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Knik Elementary School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Larson Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Mat-Su Career & Tech Ed High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Mat-Su Day School	Mat-Su Borough Schools	Urban fringe (on & off-road)

# Locales

School Name	District Name	Locale
Meadow Lakes Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Midnight Sun Family Learning Center	Mat-Su Borough Schools	Urban fringe (on & off-road)
Palmer High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Palmer Middle School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Pioneer Peak Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Redington Jr./Sr. High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Sherrod Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Snowshoe Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Susitna Valley High	Mat-Su Borough Schools	Urban fringe (on & off-road)
Sutton Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Swanson Elementary (Sherrod)	Mat-Su Borough Schools	Urban fringe (on & off-road)
Talkeetna Elementary	Mat-Su Borough Schools	Rural hub/fringe (on & off-road)
Tanaina Elementary	Mat-Su Borough Schools	Urban fringe (on & off-road)
Teeland Middle School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Trapper Creek Elementary	Mat-Su Borough Schools	Rural hub/fringe (on & off-road)
Valley Pathways	Mat-Su Borough Schools	Urban fringe (on & off-road)
Wasilla High School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Wasilla Middle School	Mat-Su Borough Schools	Urban fringe (on & off-road)
Willow Elementary	Mat-Su Borough Schools	Rural hub/fringe (on & off-road)

# Locales

School Name	District Name	Locale
Mt. Edgecumbe High School	Mount Edgecumbe	Urban fringe (on & off-road)
Nenana City School	Nenana City Schools	Rural hub/fringe (on & off-road)
Anvil City Science Academy	Nome Public Schools	Rural hub/fringe (on & off-road)
Nome Elementary	Nome Public Schools	Rural hub/fringe (on & off-road)
Nome-Beltz Jr/Sr High	Nome Public Schools	Rural hub/fringe (on & off-road)
Alak School	North Slope Borough Schools	Rural remote (off road)
Barrow High School	North Slope Borough Schools	Rural hub/fringe (on & off-road)
Eben Hopson Middle School	North Slope Borough Schools	Rural hub/fringe (on & off-road)
Fred Ipalook Elementary	North Slope Borough Schools	Rural hub/fringe (on & off-road)
Harold Kaveolook School	North Slope Borough Schools	Rural remote (off road)
Kali School	North Slope Borough Schools	Rural remote (off road)
Kiita Learning Community	North Slope Borough Schools	Rural hub/fringe (on & off-road)
Meade River School	North Slope Borough Schools	Rural remote (off road)
Nuiqsut Trapper School	North Slope Borough Schools	Rural remote (off road)
Nunamiut School	North Slope Borough Schools	Rural remote (off road)
Tikigaq School	North Slope Borough Schools	Rural remote (off road)
Ambler School	Northwest Arctic Borough Schools	Rural remote (off road)
Aqqaluk High/Noorvik Elementary	Northwest Arctic Borough Schools	Rural remote (off road)
Buckland School	Northwest Arctic Borough Schools	Rural remote (off road)



# Locales

School Name	District Name	Locale
Davis-Ramoth School	Northwest Arctic Borough Schools	Rural remote (off road)
Deering School	Northwest Arctic Borough Schools	Rural remote (off road)
June Nelson Elementary	Northwest Arctic Borough Schools	Rural hub/fringe (on & off-road)
Kiana School	Northwest Arctic Borough Schools	Rural remote (off road)
Kobuk School	Northwest Arctic Borough Schools	Rural remote (off road)
Kotzebue Middle/High School	Northwest Arctic Borough Schools	Rural hub/fringe (on & off-road)
McQueen School	Northwest Arctic Borough Schools	Rural remote (off road)
Napaaqtugmiut School	Northwest Arctic Borough Schools	Rural remote (off road)
Shungnak School	Northwest Arctic Borough Schools	Rural remote (off road)
Pelican School	Pelican City Schools	Rural remote (off road)
Mitkof Middle School	Petersburg Borough Schools	Rural hub/fringe (on & off-road)
Petersburg High School	Petersburg Borough Schools	Rural hub/fringe (on & off-road)
Rae C. Stedman Elementary	Petersburg Borough Schools	Rural hub/fringe (on & off-road)
St George School	Pribilof Schools	Rural remote (off road)
St Paul School	Pribilof Schools	Rural remote (off road)
Saint Mary's School	Saint Mary's Schools	Rural remote (off road)
Baranof Elementary (Keet Gooshi Heen)	Sitka Borough Schools	Urban fringe (on & off-road)
Blatchley Middle School	Sitka Borough Schools	Urban fringe (on & off-road)
Keet Gooshi Heen Elementary	Sitka Borough Schools	Urban fringe (on & off-road)



# Locales

School Name	District Name	Locale
Pacific High School	Sitka Borough Schools	Urban fringe (on & off-road)
Sitka High School	Sitka Borough Schools	Urban fringe (on & off-road)
Skagway School	Skagway Schools	Urban fringe (on & off-road)
Barry Craig Stewart Kasaan School	Southeast Island Schools	Rural hub/fringe (on & off-road)
Hollis School	Southeast Island Schools	Rural hub/fringe (on & off-road)
Howard Valentine Coffman Cove School	Southeast Island Schools	Rural remote (off road)
Hyder School	Southeast Island Schools	Rural remote (off road)
Naukati School	Southeast Island Schools	Rural remote (off road)
Port Alexander School	Southeast Island Schools	Rural remote (off road)
Thorne Bay School	Southeast Island Schools	Rural hub/fringe (on & off-road)
Whale Pass School	Southeast Island Schools	Rural remote (off road)
Aleknagik School	Southwest Region Schools	Rural remote (off road)
Chief Ivan Blunka School	Southwest Region Schools	Rural remote (off road)
Koliganek School	Southwest Region Schools	Rural remote (off road)
Manokotak School	Southwest Region Schools	Rural remote (off road)
Togiak School	Southwest Region Schools	Rural remote (off road)
Twin Hills School	Southwest Region Schools	Rural remote (off road)
William "Sonny" Nelson School	Southwest Region Schools	Rural remote (off road)
Maudrey J. Sommer School	Tanana Schools	Rural remote (off road)

# Locales

School Name	District Name	Locale
Eagle's View Elementary School	Unalaska City Schools	Rural hub/fringe (on & off-road)
Unalaska Jr/Sr High School	Unalaska City Schools	Rural hub/fringe (on & off-road)
George H. Gilson Middle School	Valdez City Schools	Rural hub/fringe (on & off-road)
Hermon Hutchens Elementary	Valdez City Schools	Rural hub/fringe (on & off-road)
Valdez High School	Valdez City Schools	Rural hub/fringe (on & off-road)
Evergreen Elementary	Wrangell City Schools	Rural hub/fringe (on & off-road)
Stikine Middle School	Wrangell City Schools	Rural hub/fringe (on & off-road)
Wrangell High School	Wrangell City Schools	Rural hub/fringe (on & off-road)
Yakutat School	Yakutat City Schools	Rural remote (off road)
Arctic Village School	Yukon Flats Schools	Rural remote (off road)
Circle School	Yukon Flats Schools	Rural remote (off road)
Cruikshank School	Yukon Flats Schools	Rural remote (off road)
Fort Yukon School	Yukon Flats Schools	Rural remote (off road)
John Fredson School	Yukon Flats Schools	Rural remote (off road)
Tsuk Taih School	Yukon Flats Schools	Rural remote (off road)
Allakaket School	Yukon-Koyukuk Schools	Rural remote (off road)
Andrew K. Demoski School	Yukon-Koyukuk Schools	Rural remote (off road)
Ella B. Vernetti School	Yukon-Koyukuk Schools	Rural hub/fringe (on & off-road)
Gladys Dart School	Yukon-Koyukuk Schools	Rural remote (off road)

# Locales

School Name	District Name	Locale
Eagle's View Elementary School	Unalaska City Schools	Rural hub/fringe (on & off-road)
Unalaska Jr/Sr High School	Unalaska City Schools	Rural hub/fringe (on & off-road)
George H. Gilson Middle School	Valdez City Schools	Rural hub/fringe (on & off-road)
Hermon Hutchens Elementary	Valdez City Schools	Rural hub/fringe (on & off-road)
Valdez High School	Valdez City Schools	Rural hub/fringe (on & off-road)
Evergreen Elementary	Wrangell City Schools	Rural hub/fringe (on & off-road)
Stikine Middle School	Wrangell City Schools	Rural hub/fringe (on & off-road)
Wrangell High School	Wrangell City Schools	Rural hub/fringe (on & off-road)
Yakutat School	Yakutat City Schools	Rural remote (off road)
Arctic Village School	Yukon Flats Schools	Rural remote (off road)
Circle School	Yukon Flats Schools	Rural remote (off road)
Cruikshank School	Yukon Flats Schools	Rural remote (off road)
Fort Yukon School	Yukon Flats Schools	Rural remote (off road)
John Fredson School	Yukon Flats Schools	Rural remote (off road)
Tsuk Taih School	Yukon Flats Schools	Rural remote (off road)
Allakaket School	Yukon-Koyukuk Schools	Rural remote (off road)
Andrew K. Demoski School	Yukon-Koyukuk Schools	Rural remote (off road)
Ella B. Verneti School	Yukon-Koyukuk Schools	Rural hub/fringe (on & off-road)
Gladys Dart School	Yukon-Koyukuk Schools	Rural remote (off road)

# Locales

School Name	District Name	Locale
Jimmy Huntington School	Yukon-Koyukuk Schools	Rural remote (off road)
Johnny Oldman School	Yukon-Koyukuk Schools	Rural remote (off road)
Kaltag School	Yukon-Koyukuk Schools	Rural remote (off road)
Merrelaine A Kangas School	Yukon-Koyukuk Schools	Rural remote (off road)
Minto School	Yukon-Koyukuk Schools	Rural remote (off road)
Rampart School	Yukon-Koyukuk Schools	Rural remote (off road)
Akiachak School	Yupiit Schools	Rural remote (off road)
Akiak School	Yupiit Schools	Rural remote (off road)
Tuluksak School	Yupiit Schools	Rural remote (off road)



# Contact Us

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