

Teacher Retention and Recruitment Update

Department of Education & Early Development

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Senate Education Committee
February 28, 2022

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Alaska's Teacher Shortage

- › Teacher shortage is a nationwide issue
- › Alaska's numbers



Barriers, Blockages, and Breaks in our Current Educator Pipeline

- › Competitive salary commensurate with cost of living
- › Workplace conditions / manageable workloads
- › Retirement benefits / health care benefits
- › Quality support from leadership / positive school culture
- › Certification / recertification requirements



Potential Solutions

- › Recommendations from the Teacher Retention and Recruitment Action (TRR) Plan



- › Six essential areas with 18 recommendations



TRR Action Plan Recommendations

Create Educator Induction Program Framework	Retirement Task Force	Independent Audit of Recruitment
Measure Working Conditions	Financial Literacy on Retirement Tiers	Recruitment Task Force
Financial Opportunities	Modernize the Certification System	Restructure Alaska Teacher Placement (ATP)
Organizational Health System	Reciprocity for All States	Grow Your Own Programs
Administrator Mentoring	Alaska History and Culture Coursework	Alternative Certification Pathways
Principal Assessment	Paraprofessional Pathways	Resources for Alternative Programs

See education.alaska.gov/trr for the TRR Action Plan, Survey Results, and Details.



Efforts to Forward these Solutions

- › Implementation of the TRR Action Plan
 - Hold convenings and working groups
 - Contract studies to compile, align, analyze, and recommend
 - Share strategies
 - › Measuring working conditions
 - › Financial opportunities
 - › Financial training
 - Start development work in key areas
 - › Paraprofessional pathways
 - › Innovative recruitment strategies
- › Timeline



Legislation to Advance Solutions

- › Expect suggestions to come from implementation work
- › Current efforts that align with TRR
 - Restructuring retirement
 - Alternative certification – removing any other barriers
- › Additional efforts to look towards
 - Microcredentials
 - Alignment across the system to support local control



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