

State of Teaching

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**In 2021 - 2022
there were 3.2
million full-time
equivalent (FTE)
teachers in
public schools
in the United
States**

- 10% of public school teachers left their positions, a 4% increase compared to pre-pandemic levels
- 8% (256,000) left the teaching profession entirely compared to 161,903 who completed traditional teacher preparation programs in the US the same year
- Mid-year turnover went from <4% in prior years to over 6%





**In 2021 - 2022
there were 7,427
teachers in public
schools in Alaska**

- 22% (1,634) of teachers left their positions, nearly a quarter of the teaching population in Alaska
- Around 13% (965.5) of teachers left Alaska or the teaching profession entirely
- The University of Alaska system (across all campuses) produced 153 initial licensure graduates that year





**In 2021 - 2022
there were 3081
teachers in the
Anchorage School
District, 41.5% of
all teachers in
Alaska**

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
AEA Resignations	320	258	331	416	382
% of Total FTE	9.90%	8%	10.60%	13.50%	12.50%
UA Initial Licensure Grads	186	173	138	153	TBA



Other Notable ASD Teacher Statistics

School Year	Teacher Vacancies
2019-20	59
2020-21	95
2021-22	71
2022-23	88
2023-24	140

ASD teacher vacancies as of first day of student instruction

- Only one third of ASD teachers are now Tier I/II
- Averaging +/- 100 retirees per year
- 5-year turnover rate for new hires is ~50%
- Estimated cost to replace a teacher in ASD is \$28,000



How ASD is filling the gap...

- Approximately two thirds of ASD's teachers are hired from outside of Alaska
- ASD hired 84 teachers with emergency or program enrollment certificates - individuals with a bachelor's degree who have not yet completed a teacher preparation program
- ASD currently employ 49 BridgeUSA J-1 visa program teachers
- ASD plans to expand use of retire/rehire option and grow your own (GYO) programs going forward
- ASD is currently covering 100+ classroom vacancies with long-term subs, paraprofessionals, or student teachers



Recruiting Efforts

ASD currently offers one or more of the following incentives for hard-to-fill teacher positions:

- Supplemental wage
- Signing bonus
- Relocation assistance
- Tuition assistance
- Referral bonus

ASD is Hiring!

Student Nutrition & Paraprofessionals

▶ Earn up to **\$1,000 Bonus**

▶ Health Plan & Retirement Benefits



▶ **\$2,000 Bonus**

▶ Health Plan & Retirement Benefits

APPLY TODAY!

asdk12.org/workforasd



Anchorage School District
Educating All Students for Success in Life

It's not just teachers! ASD currently has 167 paraprofessional openings



Two final thoughts from an HR lens

- ASD now spends over \$100+ million annually on health benefits which erodes our ability to maintain reasonable class sizes, keep valued programs, and provide meaningful wage increases for our employees. Next year we are facing a 10% increase for renewal on most ASD health plans. This follows two years of similar increases.
- In spring of 2018, ASD laid off 200 teachers. Within weeks all 200 positions were recalled through State one-time funds. Despite being offered a guaranteed position in ASD the next year 32% of those teachers chose to leave Alaska.

