

Department of Education and Early Development

TEACHER RECRUITMENT; LUMP SUM PAYMENT

Senate Education Committee

Dr. Deena Bishop, Commissioner

Dr. Monica Goyette, Project Coordinator

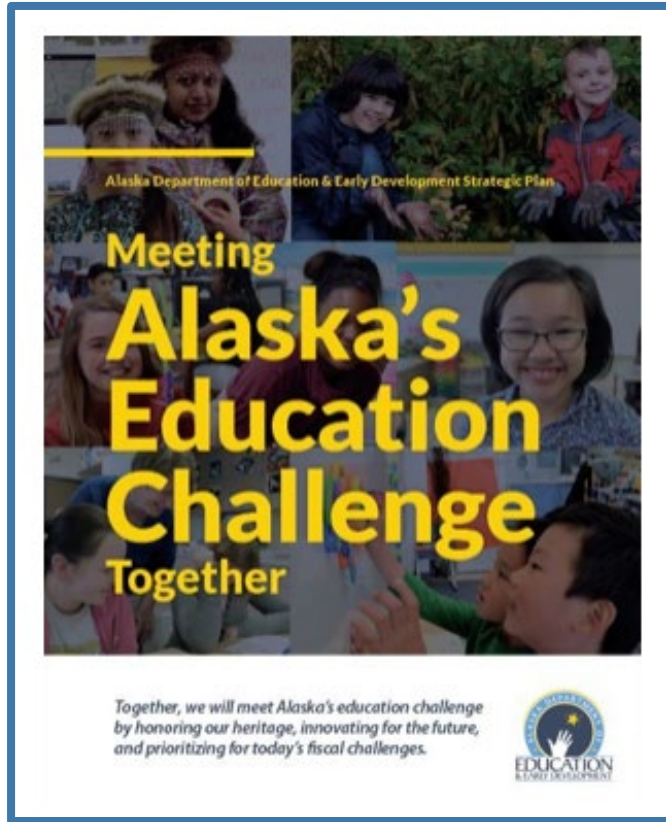
March 6, 2024



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 information, resources, and leadership 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 Turnover Rates In Alaska

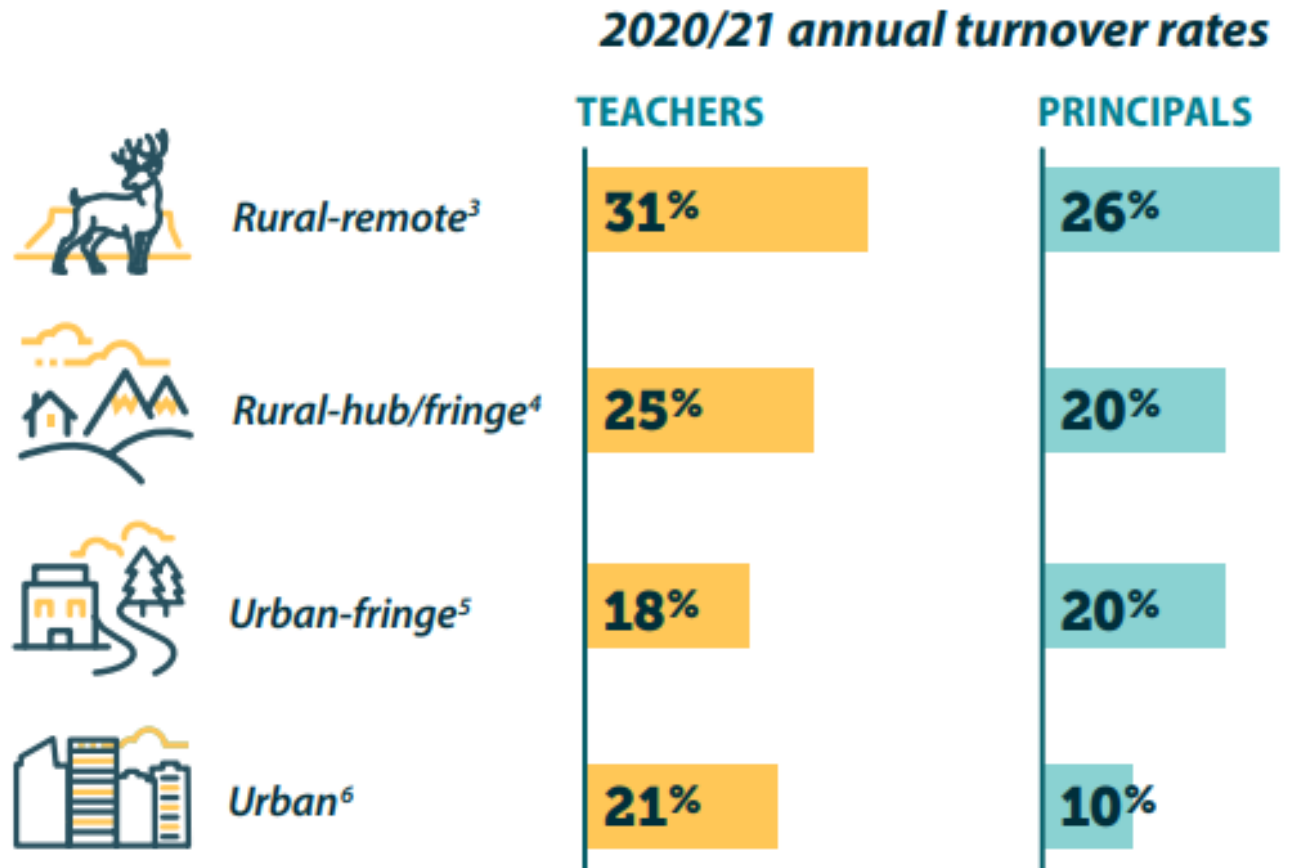
Produced by Regional
Laboratory Education
Northwest:

10%

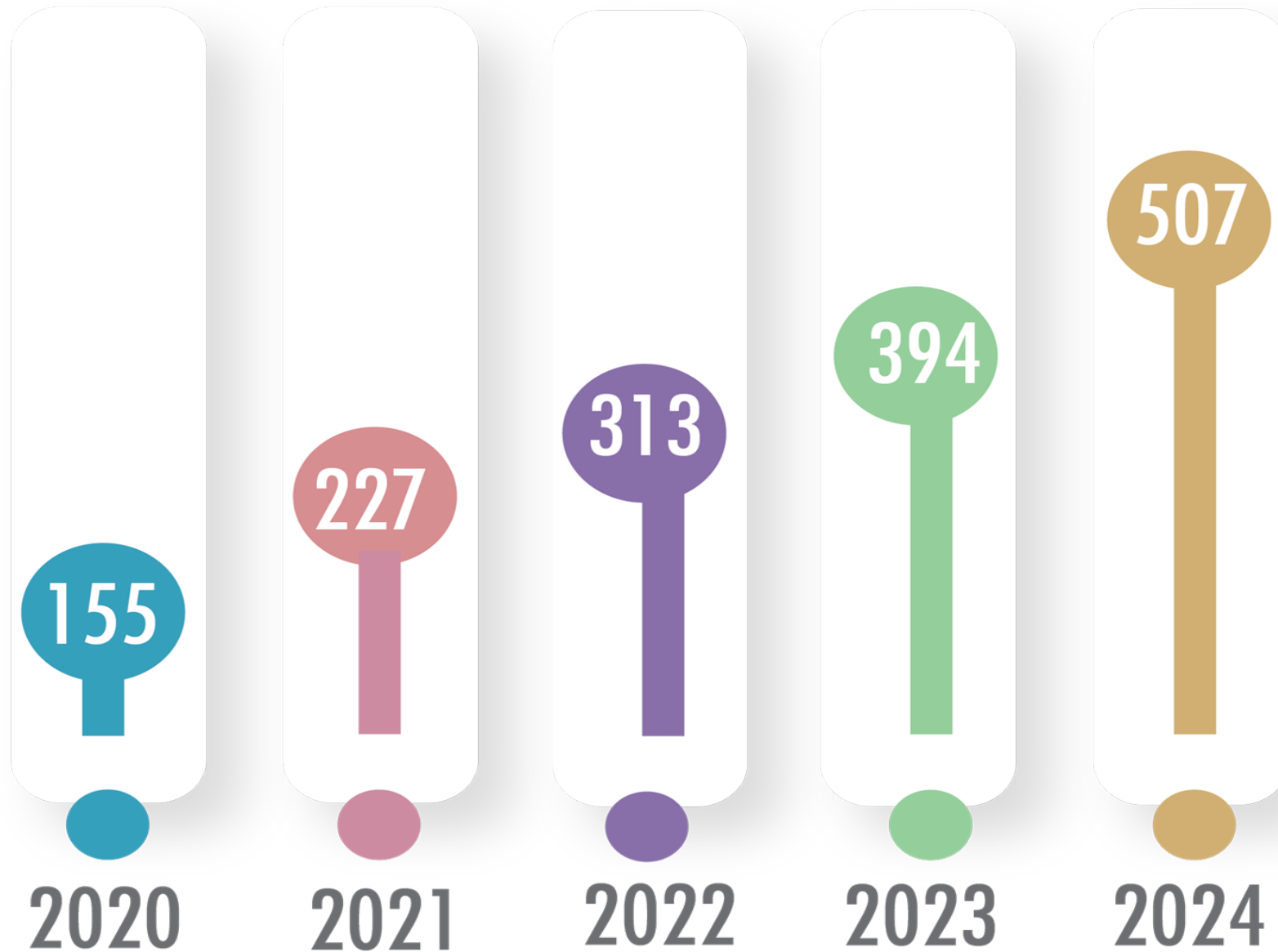
gap between **urban** and
rural-remote teachers

16%

gap between **urban** and
rural-remote principals



Alaska First Day Certified Position Vacancy Rates



AK ED Challenge*

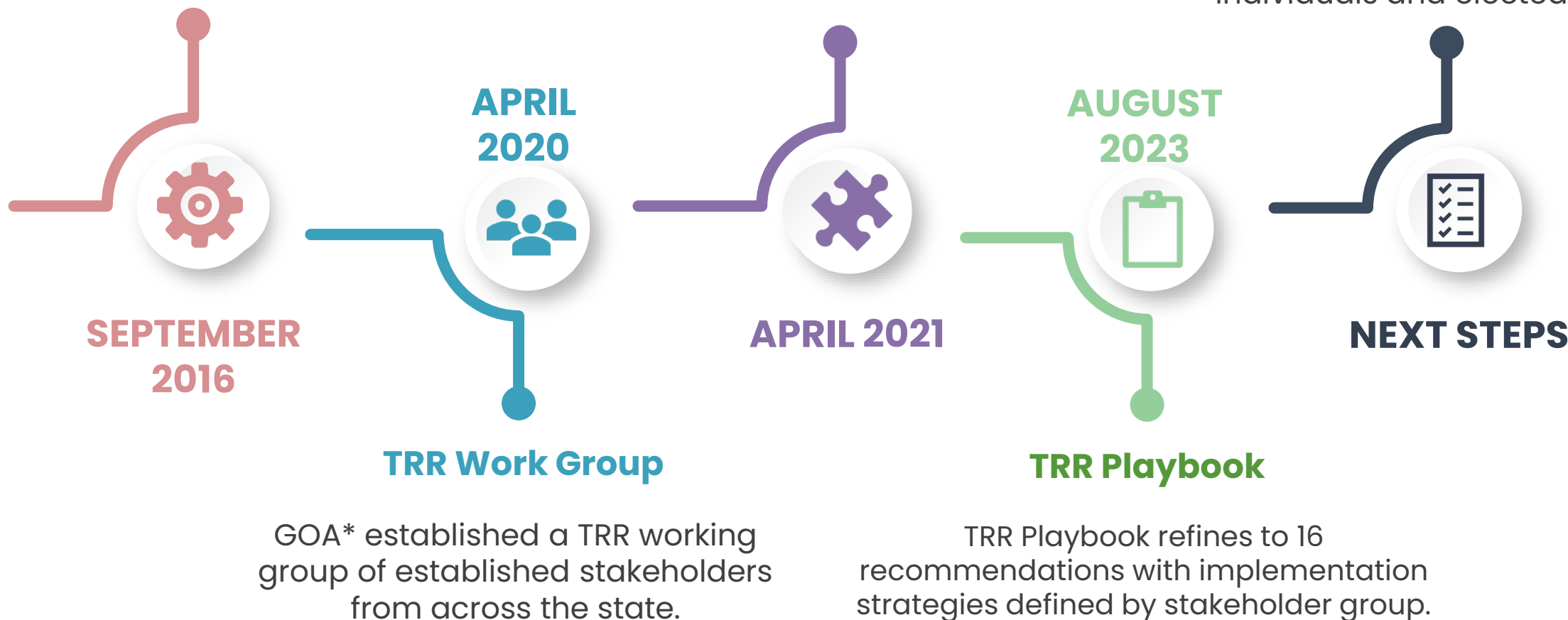
SBOE* established TRR strategic priority.

TRR Action Plan Roll Out

TRR Action Plan provides 18 recommendations across 6 essential areas.

Stakeholder Engagement

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



*AK ED CHALLENGE | ALASKA'S EDUCATION CHALLENGE

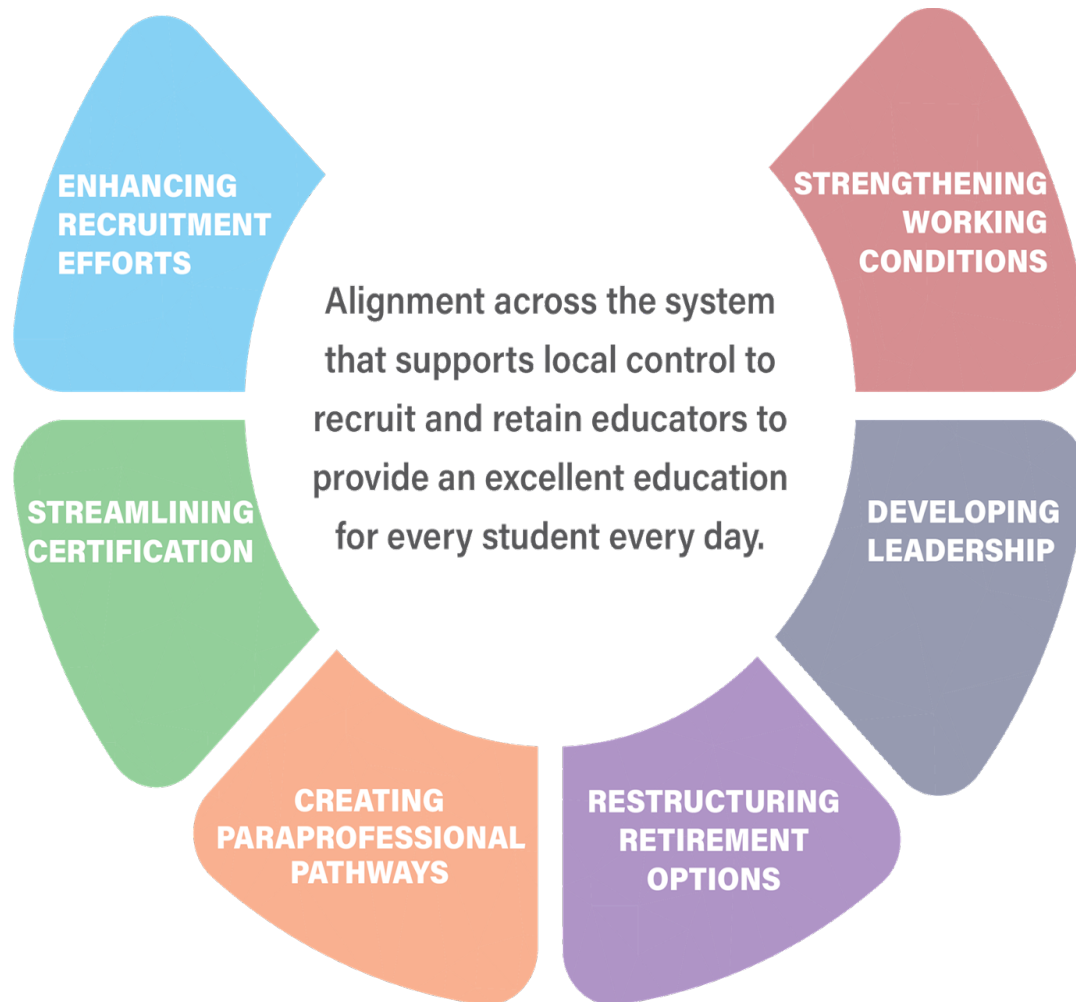
*GOA | GOVERNOR OF ALASKA

*SBOE | STATE BOARD OF EDUCATION

*TRR | TEACHER RECRUITMENT AND RETENTION

Teacher Recruitment Retention (TRR) Action Plan

Six Essential Areas

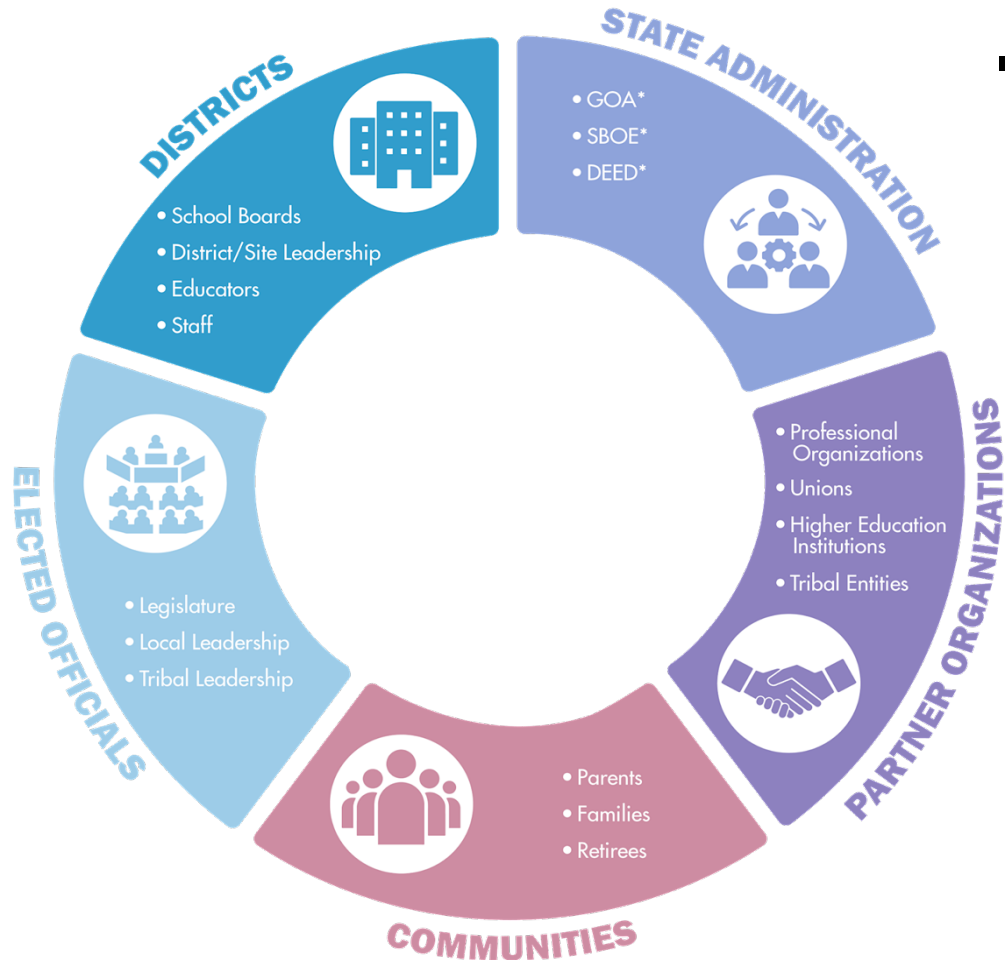


The TRR Action Plan defines financial opportunities as incentives that school districts can use to augment teacher salaries.

TRR Stakeholder Roles - Elected Officials

Senate Bill 97

- An Act authorizing lump sum payments for certain teachers as retention and recruitment incentives
- Establishing a pilot program incentivizing teachers to accept positions in Alaska, with particular emphasis on:
 - Remote and rural schools
 - Incentivize staying for the entire school year
- Incentive ranges from \$5.0 to \$15.0 based on geographic tiers



Contact Information

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