

## Appendix B: Code List from Atlas.ti used for Qualitative Supplemental Study

Code	Definition
Benefits	Monetary benefits such as health insurance and retirement.
Career path	Career path refers to any mention of movement in the education world. For example, moving from teacher to district office or to administration or from K-12 education to an IHE - institute of higher education.
Certification	Professional certification such as a teaching license, parapro cert, administrator cert or any of the specialist certifications, credentials, or endorsements.
Change	Among the broad categories there are change, issue, and solution. Change refers to ideas suggested for modification without providing a solution.
Commitment	Commitment refers to dedication to community, profession, school, others, etc.
Communication	Communication is the broad topic of sharing information or regularly having discussions.
Community	Community is identified whenever a community aspect towards education or life is included in the idea.
Compensation	Compensation is the large topic that can include salary, benefits, incentives, etc. Usually, the subtopic is also coded to help differentiate between the general idea and the specific one(s).
Conditions	Conditions refers to either living conditions or working conditions.
Culture	Culture is used as a code specifically when a comment refers to the ethnographic background either in terms of Alaska Native or others from outside that group. For example, the cultural disconnect between a teacher from Pennsylvania and the culture of a community such as Fort Yukon.
D- district	Demographic code used when comment is specifically about a district level item.
D- organization	Demographic code used when comment specifically concerns an organization other than state, district, or university.
D- SOE	Demographic code used when comment specifically concerns the UA College of Education (formerly 3 separate Schools of Education: UAA, UAF, UAS)
D- state	Demographic code used when comment is specifically about a state level item.
D- university	Demographic code used when comment is specifically about any university (not just Univ of AK) level item.
Data	Any reference to actual numeric data that has been gathered and reported or estimates of such.
Demands	Demands refers to restrictions, expectations, requirements placed on a teacher or other staff specifically in a professional sense.
DualEnroll	DualEnroll is short for dual enrollment, a situation where a high school student can earn credits both for high school and college from the same course.
Experience	Experience refers to any mention of new or veteran teachers, years of experience, when it seems to apply to a differentiation in idea.
Family	Family is used when any connection is mentioned, either with the respondent or away from the respondent, existing or lacking.
Funding	Funding is used for financial payment whether it be at the state level, scholarship, district, etc.
Governance	Governance is used any time mention to policy, legislature, or other local or state governing body makes decisions.
Health	Health is used for any mention of physical good or bad, self or other.
Incentive	Incentive is a general term used for providing additional compensation in any form to promote motivation.
Isolation	Isolation refers to the feeling of being alone whether it be from geographical location or professional situations.

Issue	Among the broad categories there are change, issue, and solution. Issue refers to ideas suggested as problems, bottlenecks, difficulties.
L- rural hub	Location code used when comment is from a person who worked in a rural hub location or is referring to such location.
L- rural remote	Location code used when comment is from a person who worked in a rural remote location or is referring to such location.
L- rural road	Location code used when comment is from a person who worked in a rural on the road system location or is referring to such location.
L- urban	Location code used when comment is from a person who worked in an urban location, usually defined at the top 5 largest districts (ASD, MSBSD, FNSBSD, KPBSD, or JBSD) or is referring to such location.
Leadership	Leadership is used any time a comment connects to the large-scale idea of someone being in charge or out in front, such as superintendents or leaders in teacher preparation.
Mental health	Mental health is used for any mention of it, good or bad, self, or other.
Mentoring	Mentoring is used whenever a comment is specific to mention an experienced person supporting a novice. This could include a type of professional development within a structured program, like the Alaska Statewide Mentor Project and the UGO i3 grant, or within another structure such as a teacher preparation program or a school district program for example. Also, it can relate to cultural support by connecting an elder with a teacher new to the community or student mentoring.
negative	The code negative is used to differentiate quotes.
Partnerships	Partnerships refers to any suggestion of groups working together with other groups.
Pay	Pay is specific to salary and falls under the broad topic of compensation.
Perception	Perception refers to comments around public opinion whether from within the system or outside the system.
Praxis	Praxis refers to the assessment required of teacher candidates prior to entering teacher preparation programs and prior to receiving teaching licenses.
Preparation	Preparation refers to any form of teacher preparation program such as the standard 4- or 5-year program through universities or alternative programs to becoming a teacher.
ProfDev	ProfDev is short for Professional Development, referring to any form of training designed to provide additional support and learning to teachers.
Quality	Quality refers to effectiveness such as effective teaching or an effective program. The code is used whenever the comment suggest such whether a definition of quality or effectiveness is provided.
R- administrator	Role code used when comment comes from an administrator.
R- educator	Role code used when comment comes from current educator.
R- leaver	Role code used when comment comes from anyone who has left working in education in Alaska, no matter the former role.
R- recruiter	Role code used when comment comes from a participant who engages in recruiting educators, no matter the other role.
R- retired	Role code used when comment comes from a retired educator no matter the previous role.
Recruitment	Recruitment refers to an intentional attempt to get a person to join you. It can refer to teacher programs, hiring by districts, or targeting for other positions such as a mentor.
Retention	Retention refers specifically to keeping teachers, staff, administrators from one year to the next.

Safety	Safety is a general term used as a code when specifically listed in a comment, either concerning self, others, positive or lacking. Could connect to location, people, travel, housing, or any other topic.
Solution	Among the broad categories there are change, issue, and solution. Solution refers to ideas suggested that address an issue or suggest change in a specific and actionable manner.
Staff	Staff is used when the topic refers to others in the school outside of certified teachers, such as paraprofessionals or administrators.
Students	Students is used when the topic refers to students either in general or specifically, individual or group.
Supplies	Supplies includes all items needed to engage in the work required of the educator, from office supplies to textbooks or supplemental resources and other such items.
Support	Support is a general term used as a code when specifically listed in a comment. It usually refers to the general idea of providing aid around professional, emotional, personal issues.
Survey	Survey is used to identify comments specifically connected to the survey design.
Technology	Technology is coded when a specific technology topic is in a comment.
Travel	Travel is coded when the issue is specifically listed in a comment. It is not the same as isolation which is a feeling of loneliness or being removed. It is specific to the actual action of commuting long distances.
Value	Value refers to placing a high importance on something. Often it is used here to talk about valuing teachers as professionals, but it can refer to regarding anything with a high level of importance.
Violence	Violence is used sparingly when the comment uses words that force visualization of unsafe conditions due to others.