

Alaska educator update: Statewide turnover & survey data

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Alaska State Board of Education

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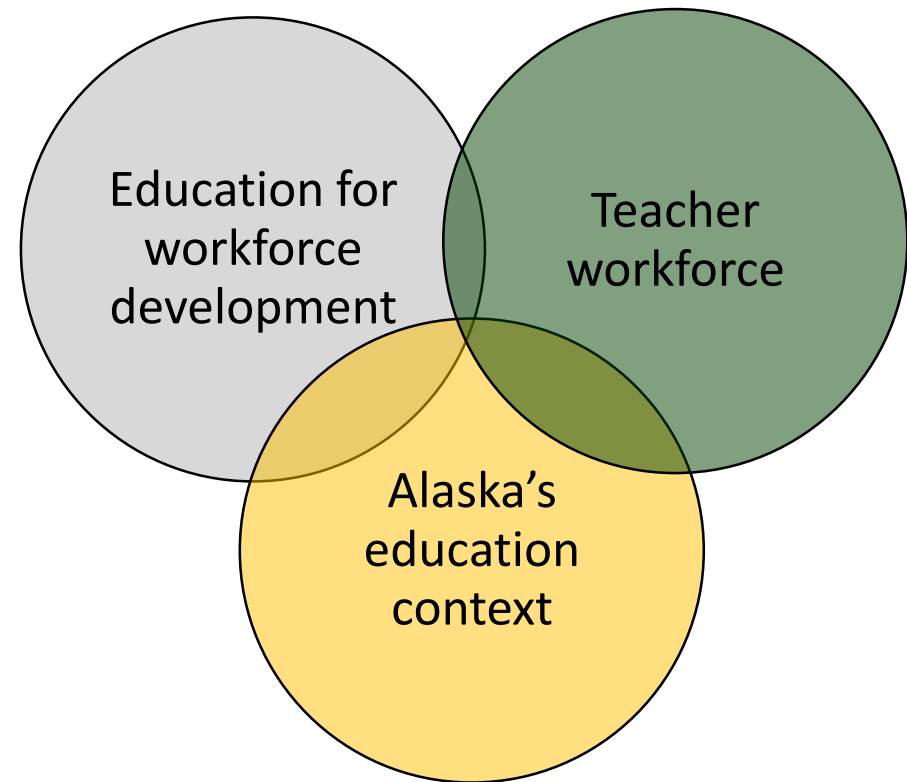
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Institute of Social & Economic Research

- Alaska-focused
- Nonpartisan
- Policy-focused
- Intended to help people understand social and economic systems

Center for Alaska Education Policy Research



Our two objectives

1. Update statewide educator turnover numbers
2. Develop & administer a statewide educator survey



A debt of gratitude...

- Adams Analytic Solutions
- Alaska Association of School Business Officials
- Alaska College of Education Consortium
- Alaska Council of School Administrators
- Alaska Department of Education & Early Development
- Alaska Educator Retention and Recruitment Center steering committee
- Alaska Municipal League
- Alaska Superintendents Association
- Association of Alaska School Boards
- National Education Association - Alaska chapter
- Teachers who participated in cognitive interviews



Alaska educator profile, 2025

	Principals (N=421)	Teachers (N=7,136)
Salary (2025\$)	\$119,898	\$80,619
Experience	10 years	12 years
Age	51 years	46 years
Master's degree	92%	54%
Female	54%	72%
Teach in Title 1 school	60%	51%

Educator turnover updates



Approach

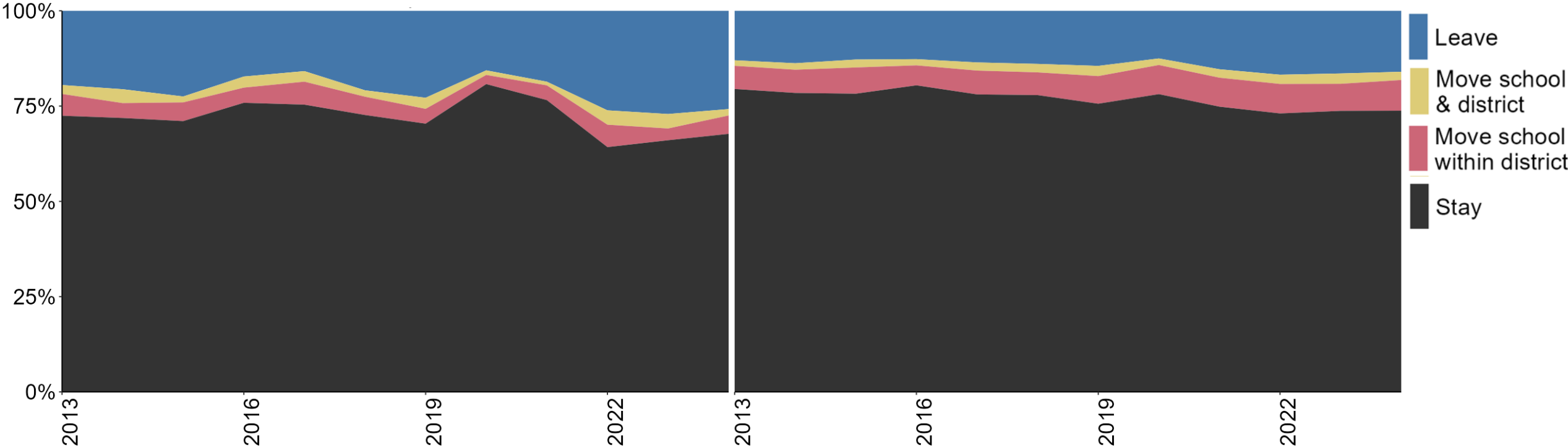
- Built off prior turnover analyses done by REL-Northwest
- Calculated annual turnover from 2014-2024
 - Educator
 - Position
 - District
- Data sources:
 - DEED licensing database
 - DEED certified staff accounting database



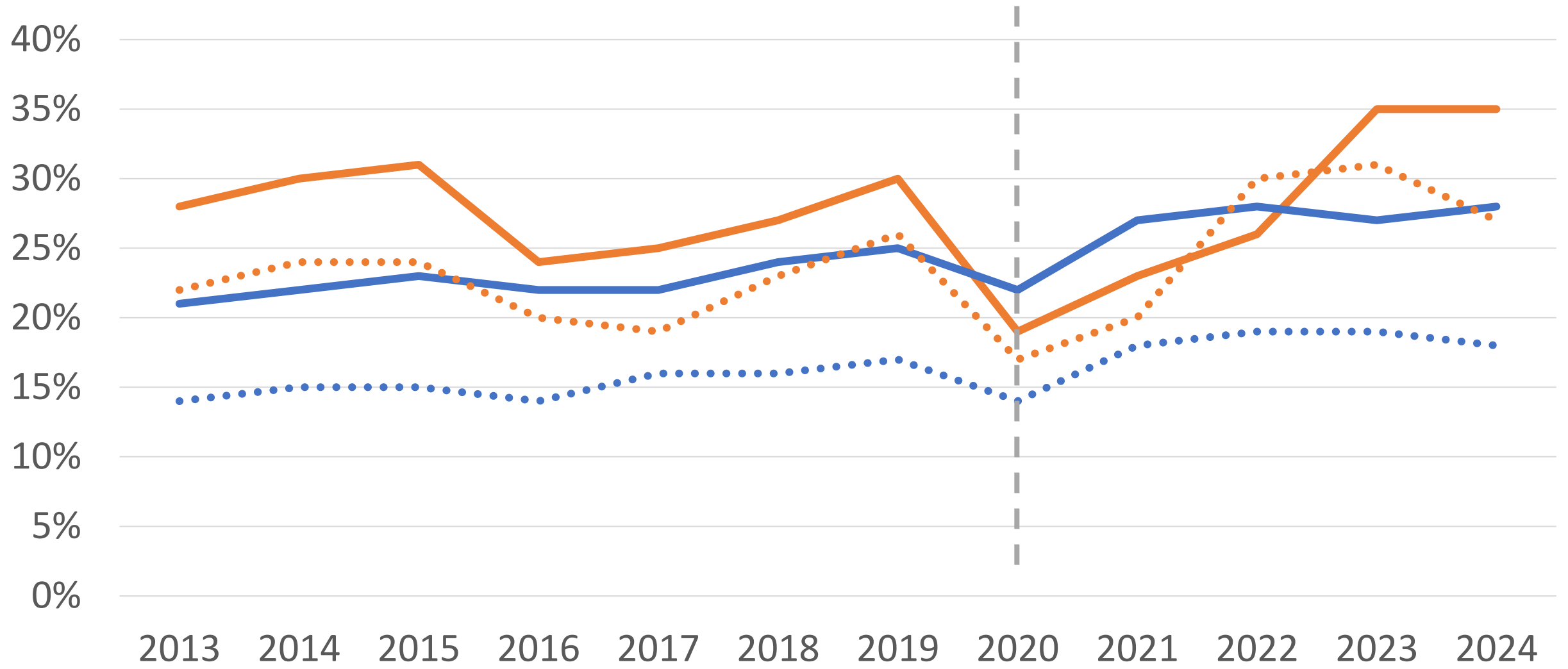
Most educators are retained at their primary schools, but some move to other schools within Alaska.

Principals

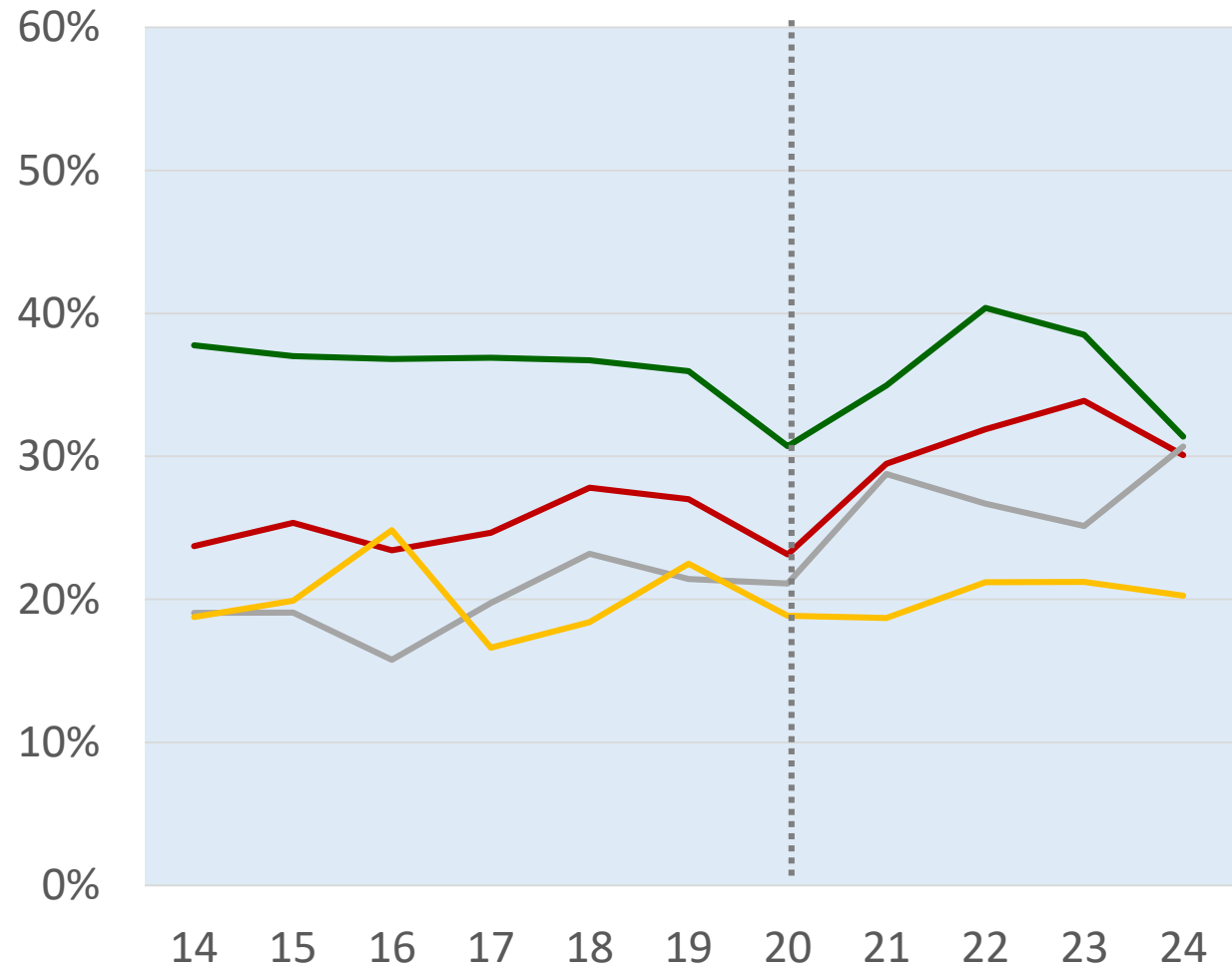
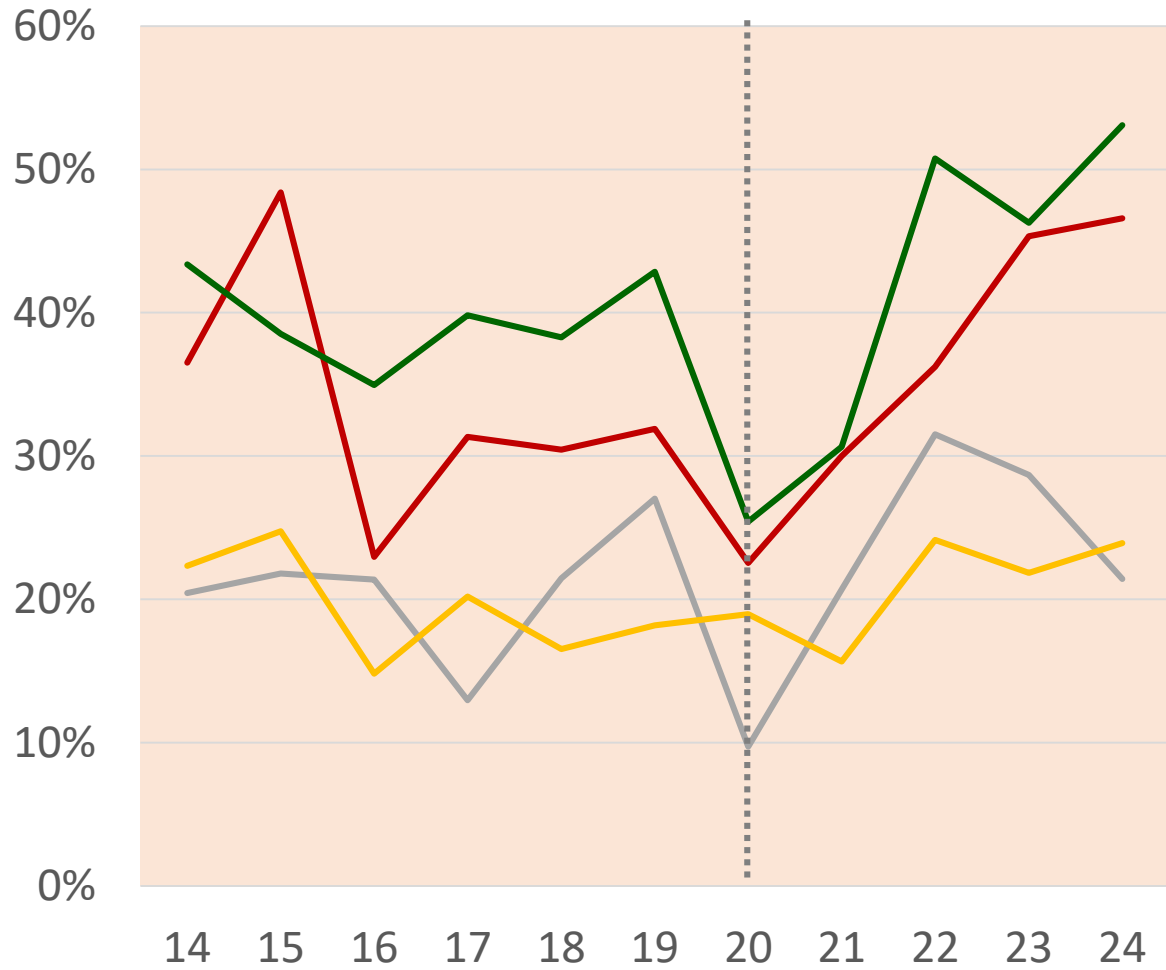
Teachers



The percentage of **principals** & **teachers** leaving schools & districts has risen since the pandemic.

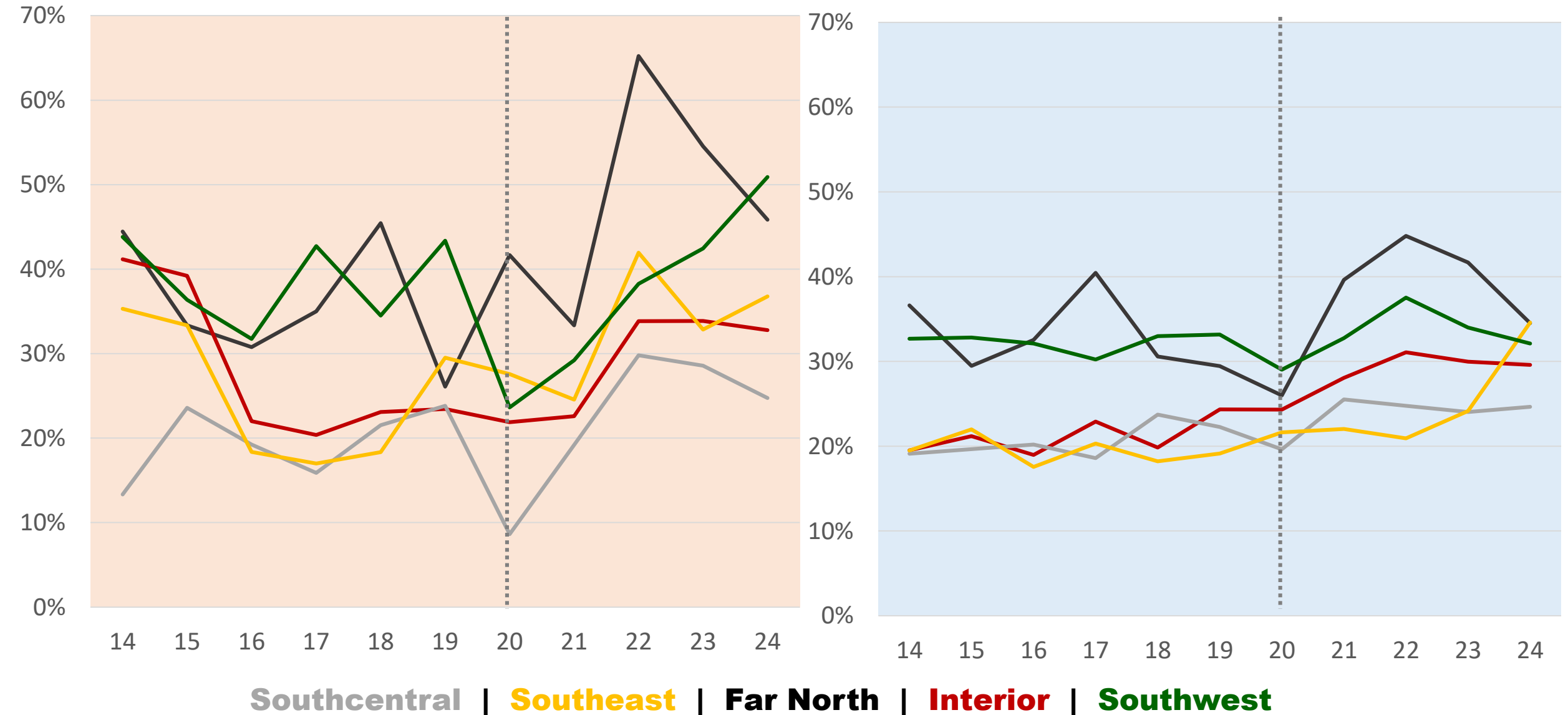


Principal & teacher turnover patterns differ by community type.

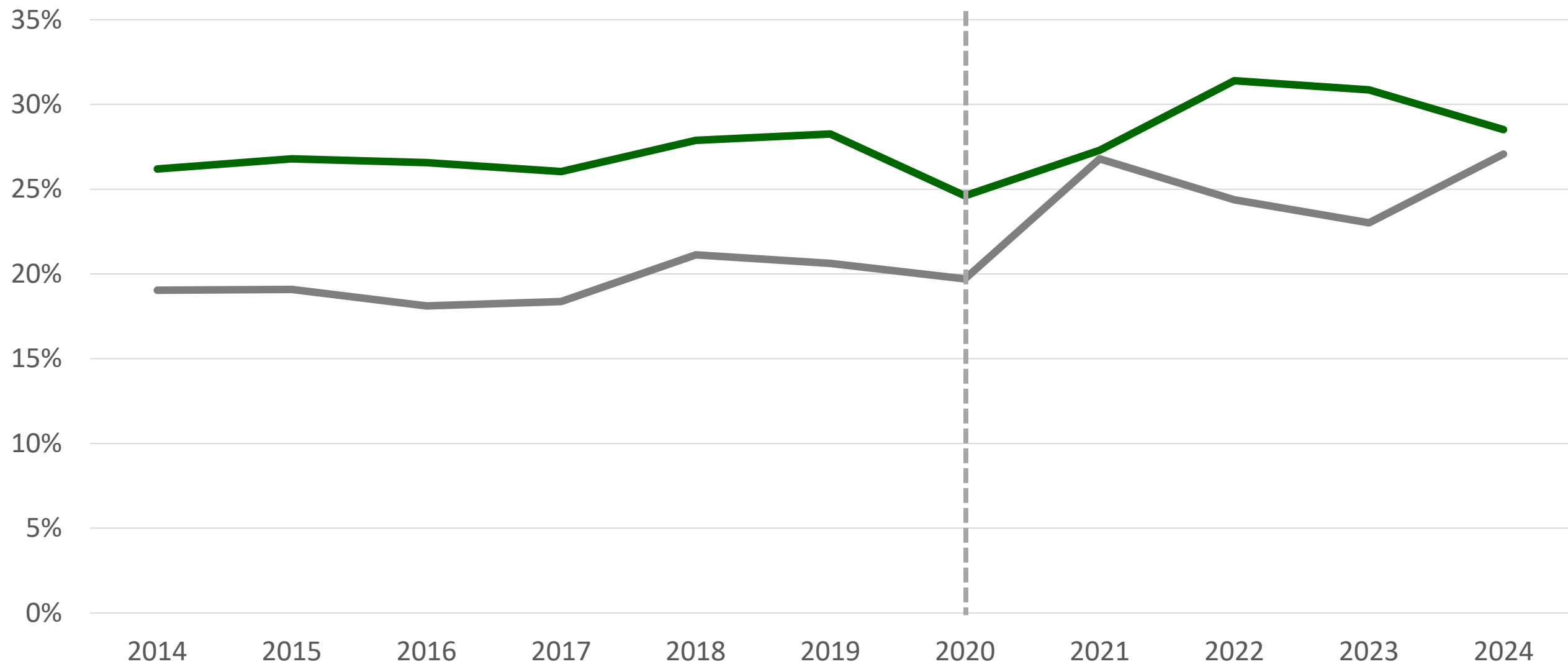


Urban | **Urban fringe** | **Rural hub** | **Remote rural**

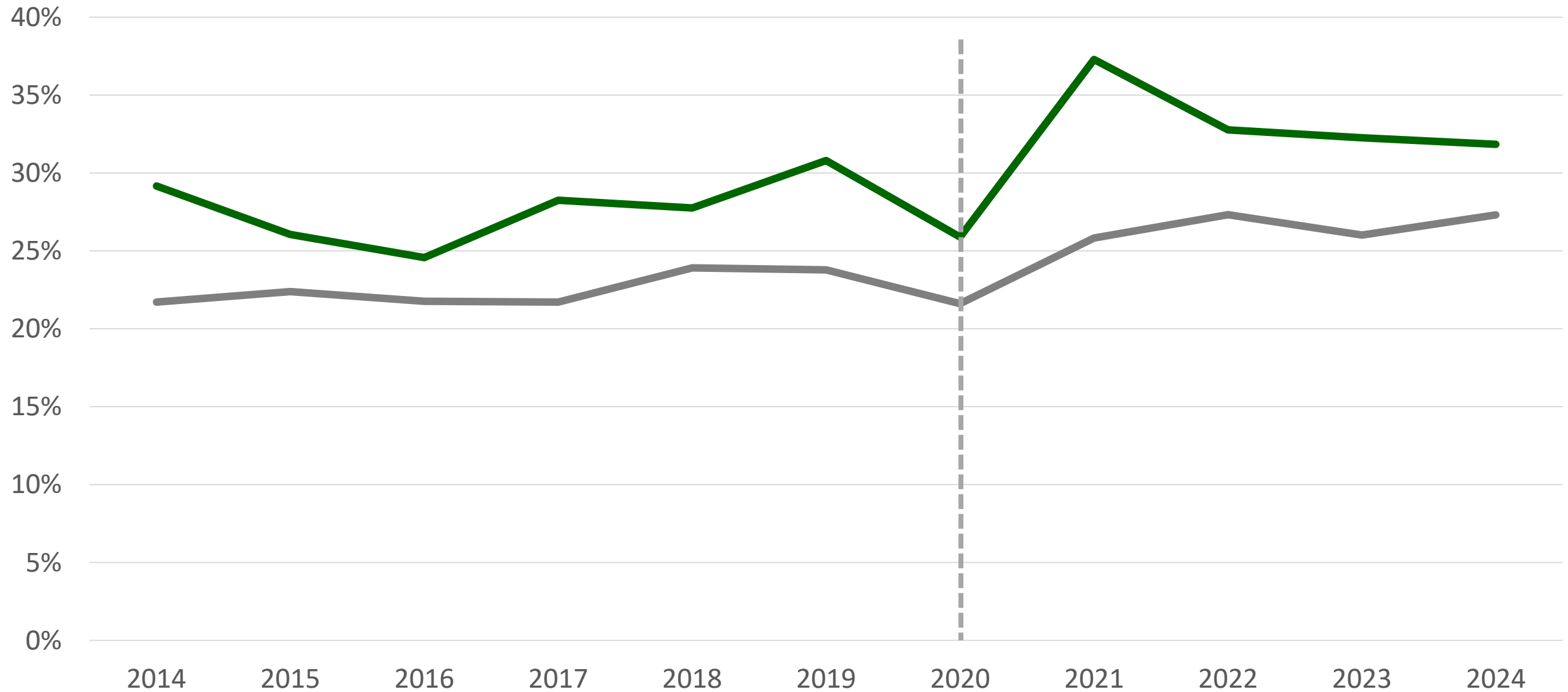
Principal & teacher turnover patterns also differ by region.



Title 1 schools have higher teacher turnover than schools serving more economically stable students.



SPED teacher turnover is higher than other assignment types.



Average teacher 2024 stayer & leaver profiles

	Stayers	Leavers
Salary* (2025\$)	\$80,358	\$77,369
Experience	12 years	11 years
Age	46 years	46 years
FTE	97%	94%
Master's degree	53%	54%
Female	72%	71%
Teach in Title 1 school	51%	53%

Limitations

With administrative data, when a teacher leaves the education system...

...we don't know the nature of their departure.

- Retirement
- Leaving the profession
- Leaving Alaska

 **We do know that fewer than 1% of teachers go into positions with an administrative component.**

...we don't know why they go.

- Voluntary
- Involuntary



Survey update & preliminary data



Need for a statewide teacher survey

- Recommendation from Teacher Recruitment & Retention task force
- Originally intended as exit survey, but these can be tricky to administer:
 - Leavers are notoriously difficult to survey.
 - People may not *know* they will leave.
 - Leavers tend to have multiple reasons for departing, but don't report all of them in exit interviews.
 - We want to know how leavers differ from stayers.
 - We also want to know why people *stay*, and what influences them to do so.



Survey administered to all in-service teachers

- Panel data developed from staff accounting database
 - Contact information pulled from licensure database
 - Open for 8 weeks
 - February 2 – March 31
 - Shareholder support was invaluable
- 4 categories of questions:
- School characteristics
 - Community characteristics
 - Teacher characteristics
 - Turnover intentions



27% survey response rate*

	Average teacher Statewide, from DEED data (N=7,136)	Respondents Teachers who took our survey (n=1,913)
Salary (2025\$)	\$80,619	\$83,253
Experience	12 years	12 years
Age	46 years	48 years
Master's degree	54%	61%
Female	72%	74%
Teach in Title 1 school	51%	52%
Alaska Native	3.8%	3.4%

School characteristics

63 specific items

Each item rated twice:

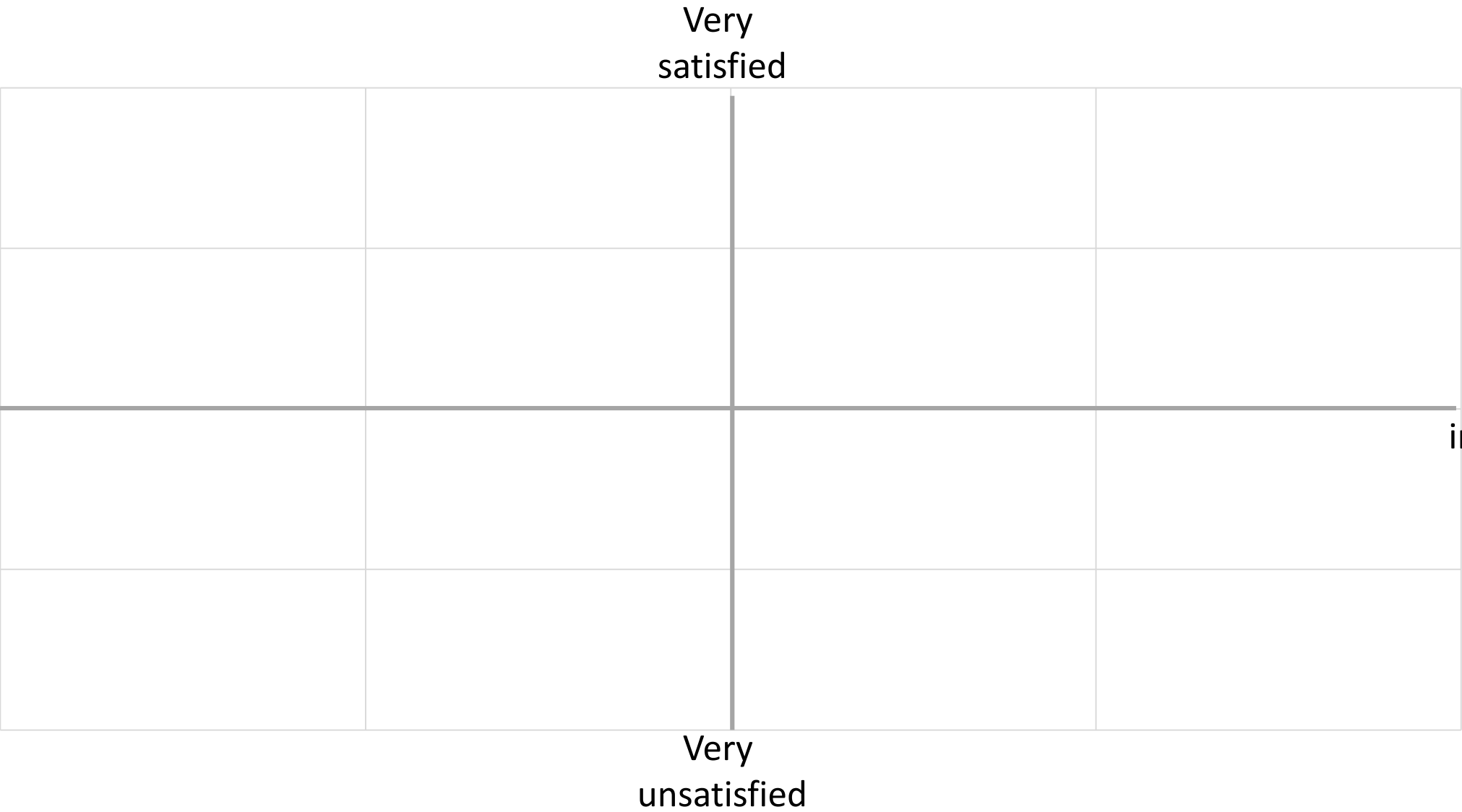
- How *important* are these things?
- How satisfied are you?

10 categories

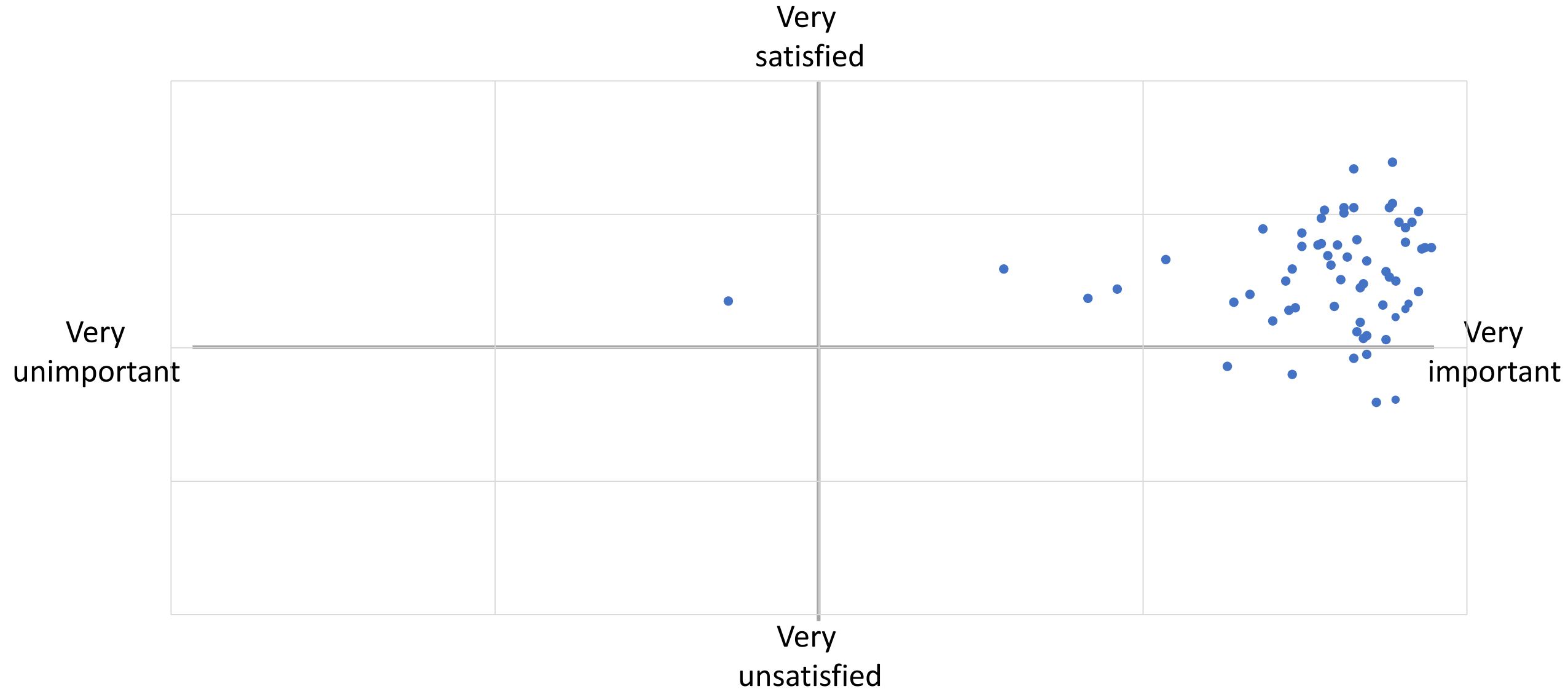
- Advancement & growth
- Compensation
- School climate & culture
- Safety & facilities
- Workload
- Relationships
- Student characteristics
- Leadership
- Job security
- Family engagement



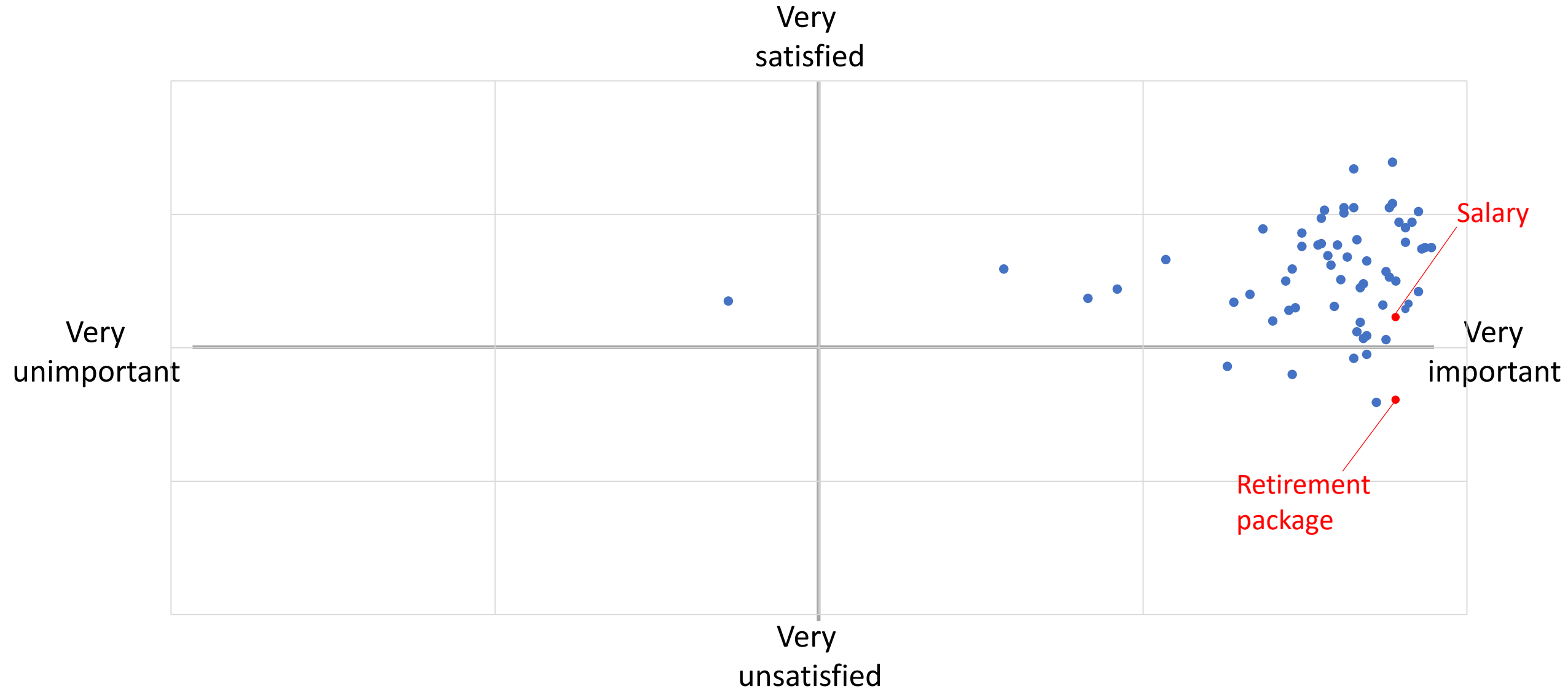
Plotting survey responses to school characteristics



On average, the school characteristics we examined are important to **teachers**, and they are satisfied with them.



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Areas of opportunity & for further exploration

- **Healthcare costs** – How much teachers pay for their healthcare package through the district
- **Retirement** - Retirement package from their current Alaska teaching job
- **Uncompensated time** - Number of unpaid hours worked outside of contract
- **Student assessments** - State or district assessment that accurately reflects students' knowledge and abilities
- **District leadership** - District administrators and policies that support the school in meeting its goals
- **Substitutes** - Having adequate substitute coverage when teachers need to take personal or sick leave



Community characteristics

27 specific items

Each item rated twice:

- How *important* are these things?
- How satisfied are you?

7 categories

Community relationships

Amenities

Public view of profession

Safety

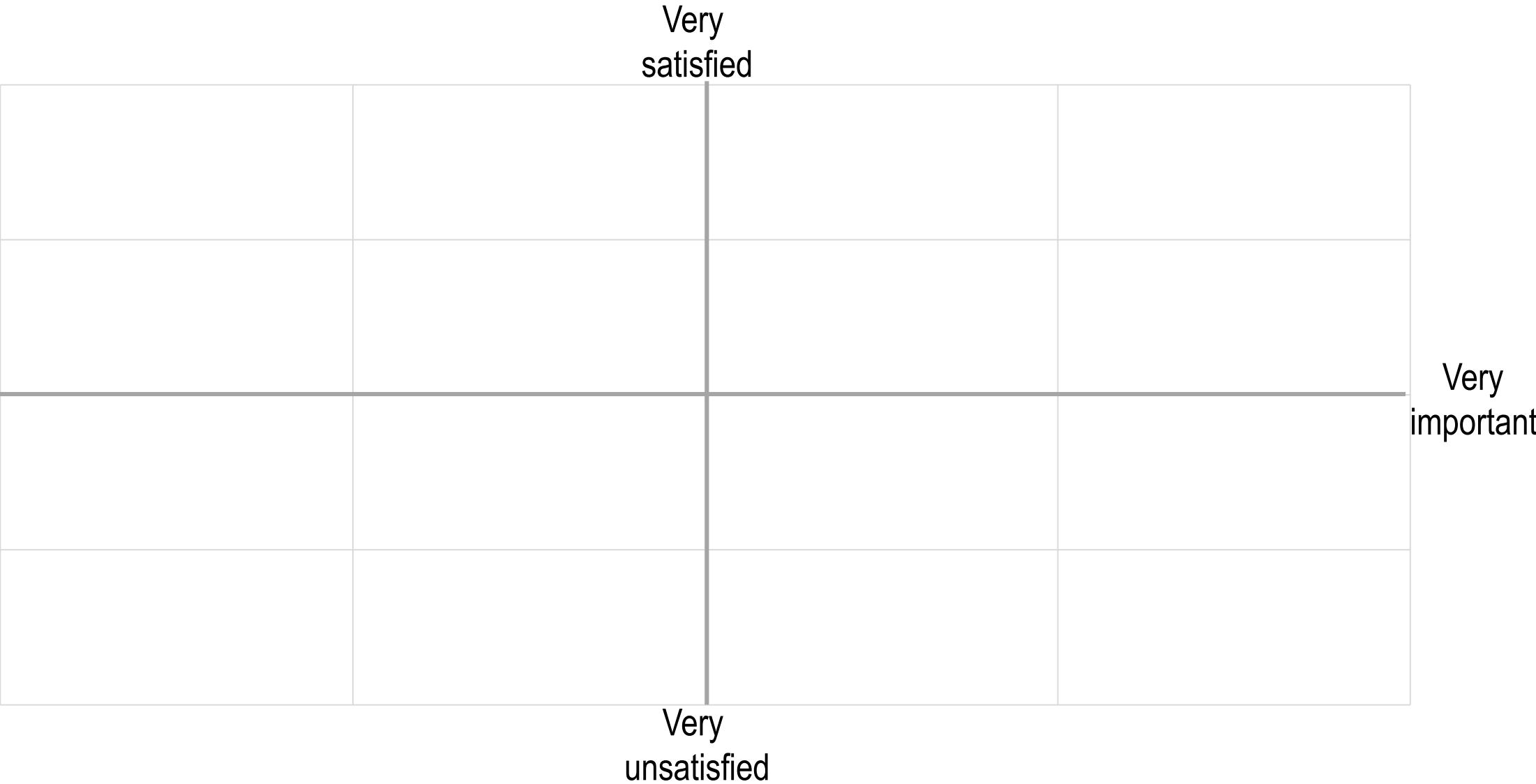
Housing

Weather

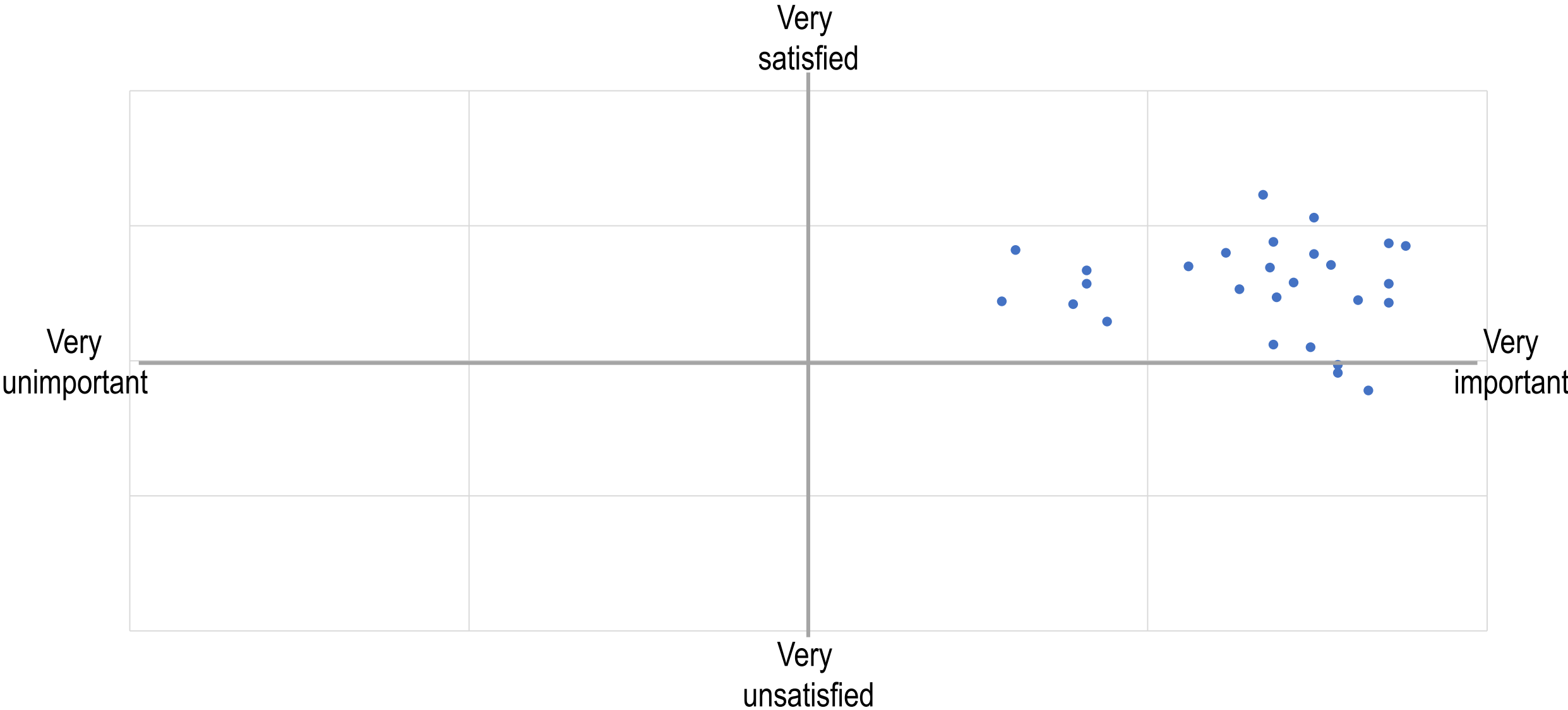
Social connections



Plotting survey responses to community characteristics



Again, most characteristics are important to teachers, and on average, they are satisfied.



Areas of opportunity & for further exploration

- **Valuing education** - Families think public education is important for the youth in the community
- **Housing** - Opportunity for quality and affordable rental housing
- **Teacher respect** - Feeling that people in the community respect teachers



What correlates with staying/leaving?

- We don't know yet.
 - Is our sample representative?
 - Are teachers not accurately reporting their turnover intentions?
 - They don't know their plans?
 - They don't want to tell us their plans?
 - Are they not able to return for a lack of a contract?

23% plan to retire*

Of those who do not...

- **91%** would like to keep teaching for at least 3 more years
- **83%** would like to keep teaching in current school for at least 3 more years
- **8%** intend to quit their current job
- **65%** said their district offered them a contract to return*



And there are other variables to consider...

Of the teachers who responded to our survey...

- **23%** are military families
- **48%** have family (children, parents, or SO) living outside of Alaska
- **24%** have student loan debt
- **60%** enrolled for college courses while teaching
 - **19%** were working on a graduate degree
- **27%** had a second job/earned income source during school year
 - **32%** during the summer
 - **22%** in both the summer and school year



Next steps

What we plan to do

- Lots more analysis!
- Follow these teachers into fall 2026 to see what they actually do
 - Determine the representativeness of our sample on our outcome variable: retention
 - What predicts intention to leave?
 - What predicts actual leaving?

What would YOU like us to do?

- What questions would you ask of the data?



Thank you!

- Questions?
- Feedback?

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