Teacher Retention & Recruitment
Convening:
Implementation of TRR Action Plan

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Today's Agenda

Implementing the TRR Action Plan

➢ Efforts on Teacher Retention and Recruitment
  ➢ TRR Action Plan (Phase 1)
  ➢ Roll Out (Phase 2)
  ➢ Implementation (Phase 3)

➢ Perspective for Moving Forward
  ➢ Goal
  ➢ Sharing with Stakeholders

➢ Review of Action Plan Recommendations

➢ Updates from Across the System

➢ Next Steps
  ➢ Input
  ➢ Subcommittees
Today’s Norms

Facilitating TRR Implementation Convenings

➢ Sharing Session
➢ Consider your role
➢ Work sessions to come
➢ Zoom etiquette
➢ Asynchronous follow up
Background

Governor’s Working Group on Teacher Retention and Recruitment

➢ Formed Working Group, April 2020
  ➢ Members include 17 practitioners and stakeholders from around the state: teachers (6), administrators (3), students (2), school board members (2), leadership mentors (2), UA board of regent (1), and Commissioner (1)
  ➢ Advisors (6) of the stakeholder groups: AASB, ACSA, CEE, NEA-AK, SERRC, and UA COE
  ➢ Observers from Legislature (4) and DEED (4)

➢ Held Monthly Meetings, May 2020-March 2021

➢ Produced TRR Action Plan, April 2021

➢ Shared Recommendations, April – Dec. 2021
Working Group Purpose

Notes agreed upon from Working Group posted monthly on website – developed collaboratively at the end of each meeting.

Purpose

The purpose of this working group is to review the root causes of Alaska’s teacher retention and recruitment issues and propose solutions to better attract and retain great teachers. Knowing the cornerstone of a great educational program starts with a great teacher, this working group will seek to problem solve this component of the system to ensure Alaska can provide an excellent education for every student every day. The Commissioner of Education, with the help of this working group, will develop a plan that proposes practical, professional, and policy recommendations for the Governor through research-based methods as well as represented stakeholder groups.
Working Group Process

Collaboration and Synthesis

➢ Considered existing research
➢ Developed data collection tools to situate our current educator workforce
➢ Collaborated on prioritizing and synthesizing recommendations
➢ Aligned with the AK Ed Challenge: an excellent educator for every student every day
Working Group Research

Data Collection

➢ TRR Survey
  o Launched 10/26/2020
  o Closed 1/31/2021
  o All educators holding a current certificated license
  o Personal link, 20 mins
  o Emailed comments were self-initiated by educators

➢ Leaver Interviews
  o Identified via list from DEED and responses to survey
  o Personal email for 1-1 interview, 10 mins
  o Semi-structured interview protocol

➢ Recruitment Focus Groups
  o Urban and Rural separately
  o Additional subgroup outreach
  o Semi-structured focus group protocol
Access to all TRR Information

[Website link: https://education.alaska.gov/trr]
Perspective

Move to Implementation of the TRR Action Plan

➢ History: Local control for only two generations (about 40 years) in AK

➢ Goal: Alignment across system that supports local control to provide an excellent education for every student every day

➢ Benefit: Create an education system with shared support for students, teachers, and schools

➢ Outcome: Increased teacher retention, better recruitment process and results, and improved student learning and outcomes
Communications

Presentations made to share the TRR Results and Action Plan in 2021

- Alaska K-12 Principals Meeting, 3/30
- AK Superintendents Meeting, 4/1 & 10/2
- ALASBO, 4/6 & 10/26
- Gov. Dunleavy, 4/7 & 4/12
- Senate Education Committee, 5/5 (& 2/28/2022)
- Sen. Murkowski’s Office, 5/13
- Education Pipeline Data Group hosted by Education Northwest, 5/18 & 9/21
- State Board of Education, 6/9 & 8/23 and working subcommittee 9/28 & 10/14
- AASB Conference, 12/11
Review of Recommendations

Essential Areas in the TRR Action Plan

- Enhancing recruitment efforts
- Strengthening working conditions
- Supporting growth and positive change for the Alaska education system
- Streamlining certification
- Restructuring retirement options
- Creating paraprofessional pathways
- Developing leadership
1. Develop a committee to create an Educator Induction Program framework to share with districts.

2. Identify methods to measure working conditions that support making data-driven improvements and share those options with districts.

3. Develop a variety of example strategies for districts to support additional financial opportunities.

Contract work to come

TODAY!

Essential Area 1

Strengthening Working Conditions
1. Create an Organizational Health System for superintendents to assess the health of their district and to then offer supporting strategies to address the identified areas of need.
2. Increase professional support for mentoring new administrators.
3. Develop and adopt processes for teachers to contribute to principal evaluation to strengthen leadership.
Essential Area 3

Restructuring Retirement Options

1. Establish a Retirement Task Force to identify multiple methods to restructure TRS Tier III, including hybrid plans to determine possible options for the state.
2. Develop and offer financial literacy education through extended benefits training.
1. Conduct an Independent Recruitment Audit to review the current teacher recruitment practices in Alaska.

2. Develop a Statewide Recruitment Task Force to propose specific solutions and funding.

3. Restructure Alaska Teacher Placement (ATP) services concurrently with the audit to maximize potential statewide recruitment as soon as possible.

4. Support expansion of the grow-your-own models already in place.

5. Consider models of Alternative Certification Pathways and determine which ones to adopt.
Essential Area 5

Creating paraprofessional pathways

1. Create a tiered pathway or career ladder for paraprofessionals.
2. Identify and share additional resources that would assist districts and the University of Alaska in the development of Alaska alternative programs for paraprofessionals.

Subcommittee #3 work with EA4.4, EA4.5

Contract work to come
Essential Area 6

Streamlining Certification and Recertification

1. Modernize process by creating an online certification system that is more automated and less paper.
2. Offer reciprocity among states with no conditions.
3. Allow alternative methods to satisfy the Alaska studies and multicultural coursework.

Development work

Policy and Regulation work to come
Updates from Across the System

Highlighting some of the good things currently happening in Alaska

➢ ASLA & NISS, Dr. Lisa Parady
   LParady@alaskaacsa.org

➢ K-12 Outreach, Glenda Findlay
   gkfindlay@alaska.edu

➢ AK Humanities Forum, Amanda Dale
   adale@akhf.org

➢ Certification Online System and Regulations, Sondra Meredith
   sondra.meredith@alaska.gov
ALASKA SCHOOL LEADERSHIP ACADEMY
ASLA Principal Support Model

- Personalized Mentoring
- Professional Networking
- Advancement of Leadership Skills
The mutual value of mentoring

“The process of being a mentor is helping me be a better principal in my building with my staff. I am reflecting on how often I am guiding and supervising versus allowing staff to come up with answers. I have transferred some mentoring strategies to working with my own staff.”

In a single year:

- **33** Mentors
- **767** Mentor Contacts
- **509** Hours of Mentoring

- “I was looking forward to hearing about my mentors' experiences, advice for the newbie and some positive messages of survival. :) They were all met and more!”
- “My mentor has been the best part of this program for me. I have so appreciated his insight and found his input invaluable!”
- “I found that my mentor had a lot of cultural knowledge that I needed to be successful.”
Principals trained 2018 - 2021

➢ Four cohorts
➢ 2-year induction

103 New Principals

65% of Alaska School Districts

85 Alaska Schools
New Superintendent Induction and Support Program

To address the leadership turnover within Alaska’s superintendent ranks, ASA is providing voluntary in-depth learning opportunities to first and second-year superintendents relevant to the Alaska school district and superintendent experience and provides individual support through a research-based mentoring program.

2021-2022: 15 total superintendent newly hired – 10 participated in program as 1st year superintendents
Aspiring Superintendent Program

The Alaska Superintendents Association designed this program to build a high-quality pool of potential Alaska superintendent candidates that will continue the education improvement process that also addresses the high turnover rate with Alaska’s superintendents.

District Leaders Program

The Alaska Superintendents Association implemented a program in 2020 designed to bring together a cohort of district level leaders to study relevant leadership skills relevant to their unique positions within their school district. The program consists of a series of webinars and academies focused on core skills required in today’s Alaskan school districts.

The program helps leaders develop a network of support and collaboration with their colleagues.
K-12 Outreach

Alaska Statewide Mentor Project

Alaska Teacher Placement

Place-Based Education
C3 Program - Alaska Humanities Forum

Core Elements: Cultural Immersion, Self-Reflection, Cultural Mentorship, Multicultural Studies Course, Supportive Gatherings

School districts served since 2012: LKSD, LYSD, Yupiit, Saint Mary’s, Kuspuk, NWABSD, NSBSD

Contact: Amanda Dale, adale@akhf.org

Photo credits: Roger Franklin, Elena Allers
Teacher Certification Updates

» Online Certification System

» Changes to Certification Regulations

Department of Education & Early Development
Sondra Meredith

education.alaska.gov
Google Form
- Share far and wide
- Will be on TRR website
- Gather input through March 31, 2022


Volunteer for Subgroups
- Organizational Health Cadre
- Recruitment Task Force
- Alternative Certification Team
Next Steps

- Provide Input and share that link with other stakeholders
- Be on the look out for next convening
  - Date: TBD
  - In person or virtual: TBD
- Be on the look out for newsletters and other forms of updates
- Share far and wide to continue to build groundswell of support for alignment across the system