



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

Department of Education & Early Development

OFFICE OF THE COMMISSIONER

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From: Office of the Commissioner of Education

To: Alaska State Board of Education

Date: 12/6/23

Re: 100-Day Report

I am pleased to present the 100-Day Report detailing the progress made during my tenure as Commissioner of Education. Throughout this critical period, deliberate efforts have been made to foster relationships, communicate a shared vision, engage and empower our department, and personally grow as leaders dedicated to the educational priorities of the Governor of Alaska and State Board of Education.

Section 1: Connect, Communicate, Engage, and Grow

CONNECT with PEOPLE

Focus on Internal and External Relationships

- Initiated meetings with prior leadership, fostering a continuity of knowledge and insights.
- Conducted weekly calls with Dr. Johnson, ensuring a seamless transition and alignment of vision.
- Engaged in discussions with key leaders within the Department of Education and Early Development (DEED), exploring their work, visions, and proposed changes.
- Met with key legislators to understand their goals and agenda while sharing the vision of the Governor of Alaska (GOA), State Board of Education (SBOE), and the Department of Education and Early Development (DEED).
- Engaged with tribal leadership and organizations, including Alaska Federation of Natives (AFN), Cook Inlet Tribal Council (CITC) leadership, and individual district school boards, in an effort to increase collaboration opportunities.
- Conducted meetings with SBOE members to establish open lines of communication and ensure alignment.

COMMUNICATE and SHARE VISION

- Refined Alaska's educational challenges, aligning focus for better coordination and impact.
- Conducted outreach through speaking and interview engagements to share the vision of the GOA, SBOE, and DEED with various organizations and stakeholder groups, including but not limited to Alaska Superintendent Association's (ASA) Conference, Alaska Associations of Elementary and Secondary School Principal's Conference (AAESP & AASSP), Wellness Summit, Alaska Federation of Natives (AFN), Wellness Summit, Alaska Council on Post-Secondary Education (ACPE) FAFSA Summit and the Alaska Workforce Investment Board (AWIB) Workforce Development Convening.
- Planned and implemented DEED Roadshow Presentations to share the vision of the GOA, SBOE, and DEED with the broader public to include speaking engagements at Rotary Meetings, Chambers of Commerce, Radio and Podcast Shows, and Media Interviews.

ENGAGE and EMPOWER DEPARTMENT

- Established regular meetings with key leaders within the department to facilitate communication and collaboration.
- Worked on building relational capacity and trust among team members, fostering an environment conducive to open feedback on organizational culture and behaviors.
- Facilitated the sharing of information across divisions to enhance collaboration and synergy.
- Initiated the hiring of key staff to strengthen the department's capabilities.
- Emphasized consistent and transparent communication to engage and empower the department.

GROW as a LEADER

- Actively listened to feedback from various stakeholders to better understand perspectives.
- Challenged assumptions to promote innovative thinking and problem-solving.
- Maintained a steadfast focus on the well-being and academic development of Alaska's children.

Section 2: EDUCATION PRIORITIES to Communicate

The following educational priorities build upon the foundation laid by the Alaska's Education Challenge. These priorities encapsulate our commitment to fostering academic excellence, cultural relevance, teacher support, parental involvement, and workforce readiness.

- **Strengthen Reading Skills by Third Grade:** Ensure all Alaska's students have proficient reading skills by the third grade.
- **Tribal Compacting for Culturally Relevant Education:** Focus on the completion and success of Tribal Compacting to grow public school choice and provide culturally relevant education for Native American and Indigenous students.

- **Teacher Retention and Recruitment (TRR):** Address teacher retention and recruitment through financial investments in classroom teachers and support in the development of alternative and flexible options for certification.
- **Parental Rights and Statewide Charters:** Prioritize parental involvement and education options through legislation by supporting parental rights and expanding school choice.
- **High School/Post-Secondary Connections via CTE and Workforce Development:** Improve connections and partnerships among high school, post-secondary education, and Alaska's industries to deepen student knowledge and facilitate growth in Alaska's workforce.

Section 3: RECOMMENDED ACTIONS

To steer our education system towards excellence and responsiveness, we are developing strategic measures. These include creating a strategic direction document, aligning internal efforts, fostering key partnerships, modernizing certification, and refining our digital presence. These actions aim to establish a more transparent, collaborative, and efficient education ecosystem. Our commitment is to continuously enhance education in Alaska, ensuring that every decision and initiative aligns with the best interests of our students and the broader community.

- **Strategic Direction Document:** In an era marked by rapid changes and evolving educational landscapes, the creation of a strategic direction document is imperative. This document will serve as a comprehensive roadmap, outlining the actions and initiatives required to meet our educational goals over the next 3-5 years. Its transparency will not only guide our internal efforts but also provide stakeholders with a clear understanding of our long-term vision.
- **Alignment within the Department:** To ensure the efficiency and effectiveness of our endeavors, we must foster alignment within the department. This involves eliminating duplication of efforts and creating synergies among divisions and teams. By promoting a culture of collaboration and shared goals, we can maximize the impact of our collective efforts and create a more cohesive and responsive education department.
- **Partnerships with DOL and DOH:** Collaboration is key to achieving comprehensive support for our educational initiatives. By forming strategic partnerships with the Department of Labor (DOL) and Department of Health (DOH), we can leverage their expertise and resources to enhance our outcomes. This collaborative approach will contribute to the holistic development of our students, addressing both educational and health-related needs.
- **Modernization of Certification:** As part of our ongoing efforts, we are progressing towards the modernization of the certification process, aiming to streamline and enhance its efficiency. The transition to an online certification process reflects our commitment to a more accessible and streamlined process. Further work is needed to refine the teacher certification website, streamline certification requirements and processes, and develop alternative pathways to certification.
- **Website Refinement and State Data Platform:** In the digital age, our online presence is a vital tool for communication and engagement. Refining the

department's website is not just about aesthetics but about creating a user-friendly platform that facilitates improved internal and external communications. A well-designed website will serve as a gateway for stakeholders to access relevant information, fostering transparency and accessibility. Develop a comprehensive state data dashboard accessible to various stakeholders, such as state agencies, law makers, partner organizations, districts, schools, and classroom teachers. This initiative aims to enhance transparency in student achievement and empowers leaders and educators to make informed decisions through effective data utilization.

In conclusion, these 100 days have been marked by purposeful actions to build relationships, share a clear vision, engage the department, and foster personal growth as a leader. The outlined priorities and recommended actions reflect our commitment to ensuring an excellent education every day for every child.