

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

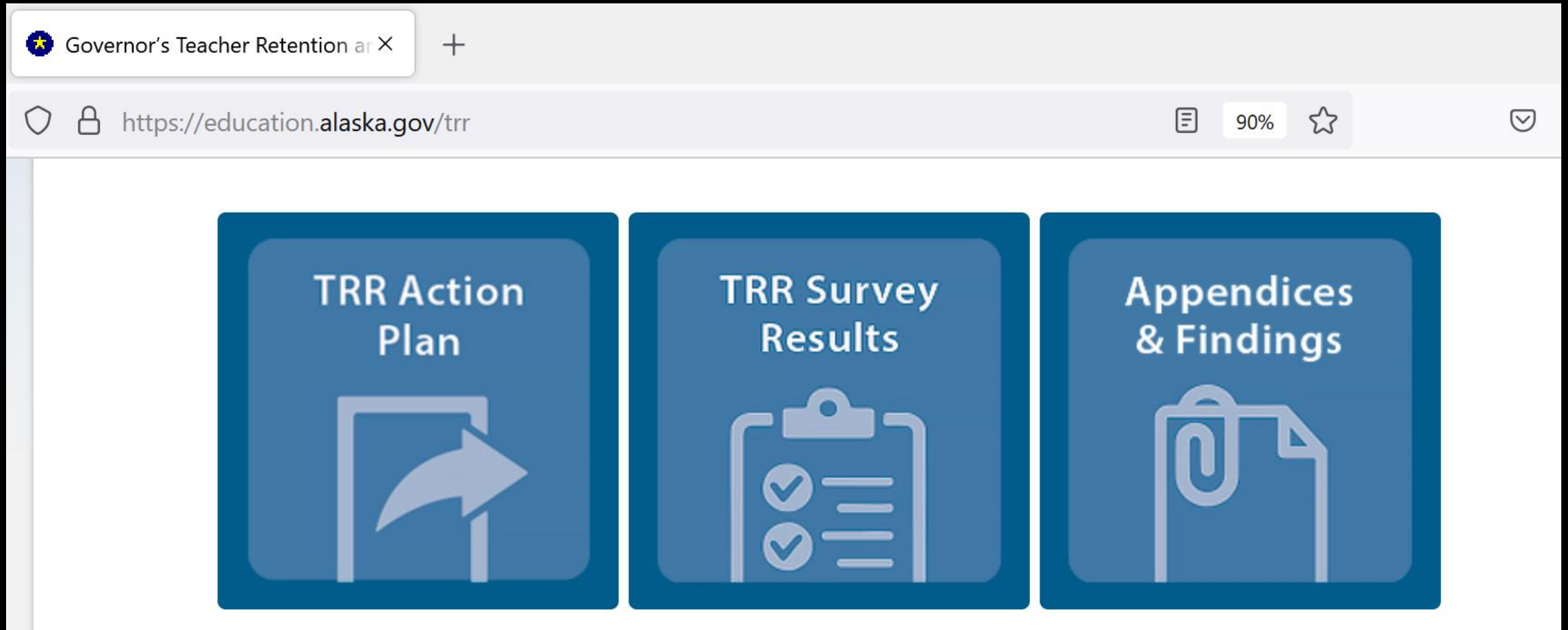
- Considered existing research
- Developed data collection tools to situate our current educator workforce
- Collaborated on prioritizing and synthesizing recommendations
- Aligned with the AK Ed Challenge: an excellent educator for every student every day

Working Group Research

Data Collection

- TRR Survey
 - Launched 10/26/2020
 - Closed 1/31/2021
 - All educators holding a current certificated license
 - Personal link, 20 mins
 - Emailed comments were self-initiated by educators
- Leaver Interviews
 - Identified via list from DEED and responses to survey
 - Personal email for 1-1 interview, 10 mins
 - Semi-structured interview protocol
- Recruitment Focus Groups
 - Urban and Rural separately
 - Additional subgroup outreach
 - Semi-structured focus group protocol

Access to all TRR Information



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



Essential Area 1

Strengthening Working
Conditions

TODAY!

**Contract work
to come**

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.

Essential Area 2

Developing Leadership

Subcommittee
#1 with EA1

Contract work
to come

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.

Contract work
to come

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.

**Contract work
to come**

**Subcommittee
#2 work**

Essential Area 4

Enhancing Recruitment
Efforts and Opportunities

**Development
work to come**

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

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

Contract work
to come

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.

Essential Area 6

Streamlining Certification
and Recertification

**Development
work**

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.

**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.”

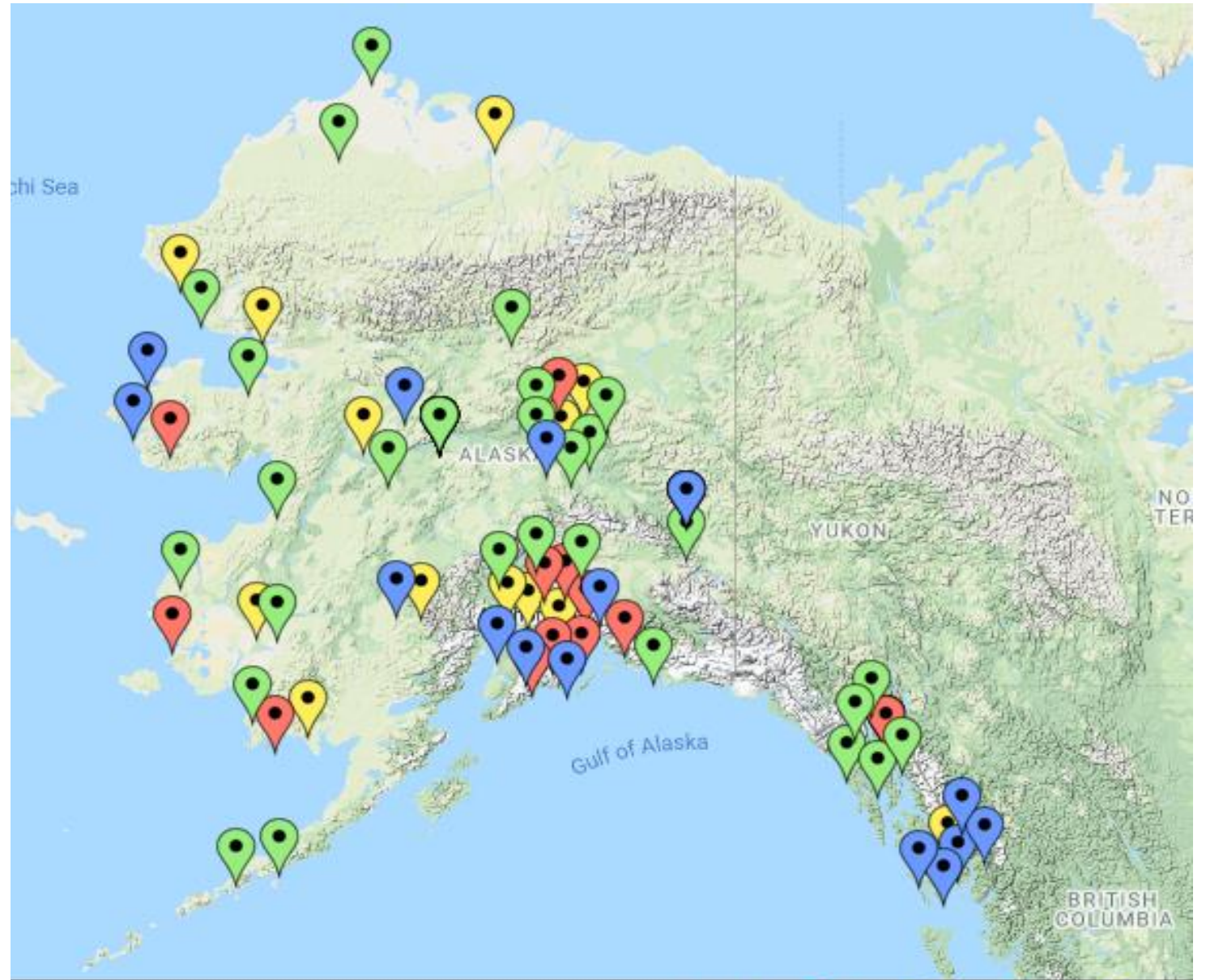
Principals trained 2018 - 2021

- Four cohorts
- 2-year induction

103 New Principals

65% of Alaska School Districts

85 Alaska Schools



Cohort: 1 2 3 4

New Superintendent Induction and Support Program



To address the leadership turnover within Alaska's superintendent ranks, ASA provides voluntary in-depth on the job 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 and District Leaders Programs



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**



**EDUCATORS
RISING**

ALASKA



**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



Input Opportunity

Brainstorming how to
align support across
the system

➤ Google Form

- Share far and wide
- Will be on TRR website
- Gather input through March 31, 2022

<https://bit.ly/TRR-Input>

➤ Volunteer for Subgroups

- Organizational Health Cadre
- Recruitment Task Force
- Alternative Certification Team



Induction Convenings



Organizational Health
Cadre



Recruitment Task Force



Alternative Certification
Team

Next Steps

Communicating and
sharing to move to
action

- 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



Q & A

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