

# Teacher Retention and Recruitment (TRR)

Department of Education & Early Development  
Dr. Barbara L. Adams, Adams Analytic Solutions LLC

education.alaska.gov



AASB Fall Boardsmanship Academy  
September 17, 2022

AN EXCELLENT EDUCATION FOR EVERY STUDENT EVERY DAY

1

## Governor's Working Group on TRR

- › 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
- › Goal: practical, professional, and policy recommendations
- › Produced TRR Action Plan, April 2021
- › Shared Recommendations, April – Dec. 2021 (Phase 2 Roll Out)

AN EXCELLENT EDUCATION FOR EVERY STUDENT EVERY DAY

2

2

## Access to all TRR Information

Governor's Teacher Retention

<https://education.alaska.gov/trr>

TRR Action Plan

TRR Survey Results

Appendices & Findings

AN EXCELLENT EDUCATION FOR EVERY STUDENT EVERY DAY

3

## Potential Solutions

- › Recommendations from the TRR Action Plan

Enhancing recruitment efforts

Strengthening working conditions

Restructuring retirement options

Developing leadership

Creating paraprofessional pathways

Streamlining certification

Supporting growth and positive change for the Alaska education system.

- › Six essential areas with 18 recommendations

AN EXCELLENT EDUCATION FOR EVERY STUDENT EVERY DAY

4



## TRR Action Plan Recommendations

Create Educator Induction Program Framework	Retirement Task Force	Independent Audit of Recruitment
Measure Working Conditions	Financial Literacy on Retirement Tiers	Recruitment Task Force
Financial Opportunities	Modernize the Certification System	Restructure ATP
Organizational Health System	Reciprocity for all states	Grow Your Own Programs
Administrator Mentoring	AK History and Culture Coursework	Alternative Certification Pathways
Principal Assessment	Paraprofessional Pathways	Resources for Alternative Programs

See [education.alaska.gov/trr](http://education.alaska.gov/trr) for the TRR Action Plan, Survey Results, and Details

5



## Implementation – Committee Work



Organizational Health Cadre



Alternative Certification Team



Recruitment Task Force



Retirement Working Group



Induction Convening

6



Investigate Resources - <http://aklearns.org/trr>

**AKLearns**  
Teaching & Learning ▾ Student & Family Leaders ▾ Events

Alaska Teacher Recruitment & Retention: Phase III - Implementation

In Phase II, the TRR working group created four subcommittees to develop implementation plans to address Alaska's Teacher Recruitment and Retention project. To learn more, and join the endeavor, follow the links below:

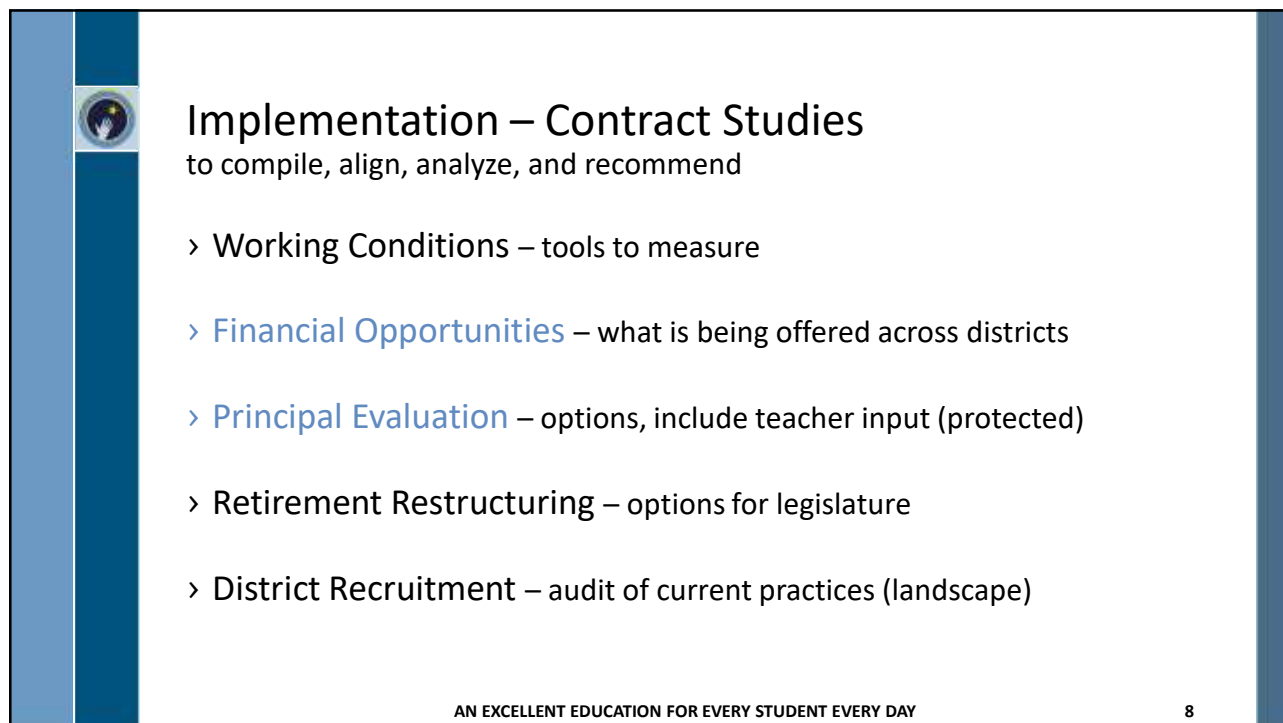
- Organizational Health Cadre
- Recruitment Task Force
- Retention Working Group
- Alternative Certification Teams

Alaska Department of Education & Early Development  
Division of Information & Outreach Coordination

AK Department of Education & Early Development contact:  
Susan Wilczko | [susan.wilczko@alaska.gov](mailto:susan.wilczko@alaska.gov)  
Regional Comprehensive Center contact:  
Taraia Sue Wiley | [twiley@hennepin.org](mailto:twiley@hennepin.org)

AN EXCELLENT EDUCATION FOR EVERY STUDENT EVERY DAY 7

7



Implementation – Contract Studies  
to compile, align, analyze, and recommend

- › Working Conditions – tools to measure
- › Financial Opportunities – what is being offered across districts
- › Principal Evaluation – options, include teacher input (protected)
- › Retirement Restructuring – options for legislature
- › District Recruitment – audit of current practices (landscape)

AN EXCELLENT EDUCATION FOR EVERY STUDENT EVERY DAY 8

8



## Implementation – Share Strategies

of current positive practices

- › Measuring working conditions
  - How to ensure school boards and sups know about options?
  - How to support districts adopting and using some type of tool?
- › Financial opportunities and incentives
  - What is being offered across districts?
  - How to ensure school boards and sups know about options?
- › Financial training around retirement
  - What other trainings can be offered to support educators?
  - How to ensure all districts have access for their staff?



## Implementation – Development Work

in key areas

- › Recruitment Activities
  - Innovative suggestions for today's world
  - Supporting district and statewide efforts
  - Suggesting at all levels of the system
- › Paraprofessional Pathways
  - Consider programs in and out of state
  - Gather current practices in Alaska
  - Recommendations that could expand participation and success



## Looking Ahead

- › Work will continue this year and into next school year
  - committees and contractors
- › Presentations across stakeholder groups
  - updates and feedback
  - newsletters to educators
- › Focus on alignment, action, solutions
  - support local control
  - students at the center
- › Strengthen partnerships, collective will
  - lots of good already happening
  - let me know how you'd like to be involved

11



## Contact Information



Dr. Barbara L. Adams, Consultant  
Adams Analytic Solutions  
badams.aas@gmail.com  
(907) 460-1377



12