

Coalition for Education



RESS Presentation to AASB Fall Boardsmanship Academy

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 Adams Analytic Solutions

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Coalition for Education Equity Background

- ▶ Who We Are
- ▶ Challenge of Teacher Retention in Alaska
- ▶ Our Work
 - ▶ Educator Quality and Quantity
 - ▶ Pilot study: Research-based Educator Systems Support

RESS Pilot Study

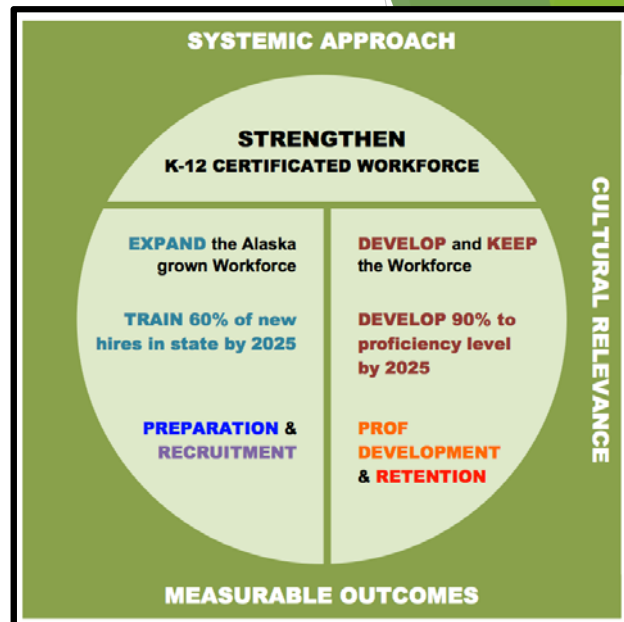
Research-based Educator Systems Support

Apply a third-party, research-based, systems model to understand and track educator satisfaction with their work, social, and basic needs environments throughout the school year and share that data with school districts to ensure a timely, well-informed, district response to address educator concerns and thereby reduce turnover.

RESS fulfills EQQ Model

Model from the Educator Quality and Quantity (EQQ) Report

February 27, 2015



RESS Pilot Study - Expected Outcomes

Expected benefits included

- ▶ improved communication
- ▶ actionable feedback
- ▶ workforce satisfaction
- ▶ community connection
- ▶ positive outcomes that improve teacher retention
- ▶ improved student achievement (long-term)

RESS Participating Districts Final

District	Teacher Counts (Avg)	Response Rate* (Avg)
Alaska Gateway	34	70%
Kashunamiut	26	72%
Nome Public Schools	58	72%
Northwest Arctic Borough	174	62%
Yupiit	36	65%

*Response Rates ranged from 34% to 81% across districts and surveys.
Goal of 70%, with 50% acceptable. Typically 40% is considered viable.

RESS Survey Process

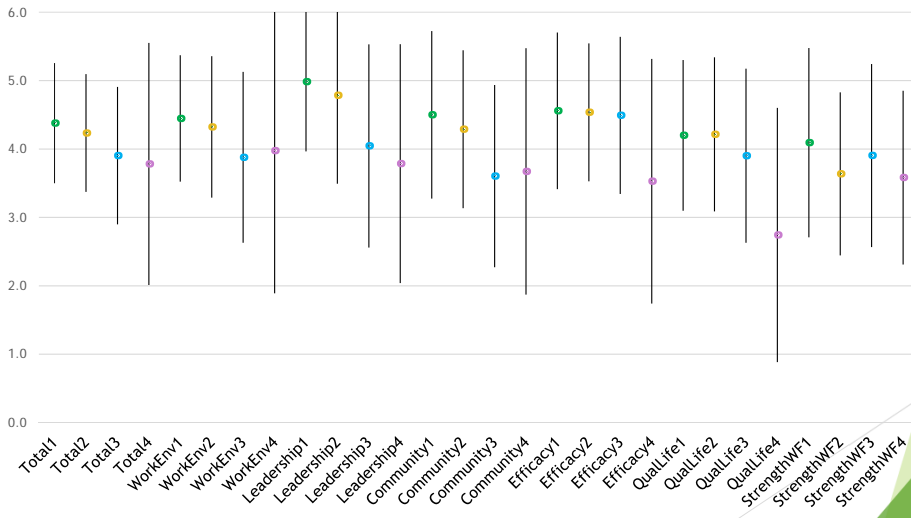
- ▶ Timing, open 10 days each
 - ▶ Survey 1, Sep. 11-19, 2017
 - ▶ Survey 2, Nov. 20-29, 2017
 - ▶ Survey 3, Feb. 23-4, 2018
 - ▶ Survey 4, May 1-10, 2018
- ▶ Data Analysis, within 1 week
- ▶ Consultations, follow reports

RESS Survey Design

- ▶ Each survey had 36 questions - 31 multiple-choice questions divided into five groups
 - ▶ Work Environment/Leadership
 - ▶ Community
 - ▶ Efficacy
 - ▶ Quality of Life
 - ▶ Strengthening the Workforce
- ▶ Response Options
 - ▶ 6 - Absolutely
 - ▶ 5 - Mostly
 - ▶ 4 - More than not
 - ▶ 3 - Maybe
 - ▶ 2 - A little bit
 - ▶ 1 - Not at all
 - ▶ 0 - Not Applicable
- ▶ Also 5 narrative questions for open, written responses

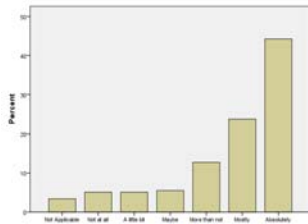
RESS Results

Results Averaged for All Districts

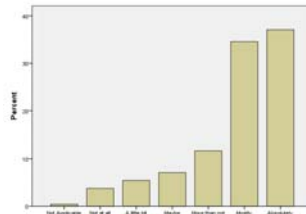


RESS Results - Question Development

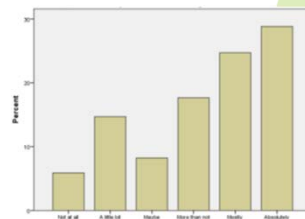
Q14: I appreciate the welcome I received this year from the community where I teach.



Q14: I feel comfortable being in the community where I teach.



Q14: I feel accepted in the community where I teach.



RESS Data Dive

- ▶ What is exciting?
- ▶ What questions do you have?

Superintendent and Board Member Insights

"We did learn where we did not communicate well."

- Rayna Hartz, Former Superintendent,
Yupiit School District

Northwest Arctic Borough SD: Dr. Annmarie O'Brien, Superintendent

Part of our District-wide Strategic Plan

- ▶ To become the employer of choice with customer service as a focus.
- ▶ District wide future planning and budgeting.
- ▶ Recruitment & retention of teachers in a challenging market.
- ▶ Increase communication of all stakeholders.
- ▶ Data driven decision making based on the surveys.

Nome Public Schools

Shawn Arnold, Former Superintendent

- ▶ "We discovered that in a classroom full of students, teachers can still feel very much alone. The RESS results showed isolation may push teachers to leave the profession. We are now looking at ways to increase collaboration in formal, informal, and virtual settings ..."
- ▶ "The data gathered so far this year has validated strategies we implemented in our district and allowed us to pinpoint areas for improvement such as increasing teacher collaboration time."

RESS Study Takeaways & Recommendations

- ▶ School Board support is critical
 - ▶ Meaningful information gathering
 - ▶ Engaging in constructive dialogue with educators

- ▶ Importance of assisting principals
 - ▶ Constructive engagement and communication with teachers

RESS Study Takeaways & Recommendations

- ▶ Work Environment & Leadership
 - Establishing quality relationship with teachers
 - Discipline policies and procedures
 - Supporting integration of local cultural knowledge and activities into teaching practice
- ▶ Community Engagement - consistency
- ▶ Teacher Efficacy
 - Evaluation, recognition, and praise

RESS Study Takeaways & Recommendations

- ▶ Quality of Life
 - Strong support and training regarding logistics and realities of living in rural districts
 - Accessing health care
- ▶ Strengthening the Workforce
 - Time for initial classroom set up, planning, and collaboration
 - Fully employ teacher evaluation systems in place

What are YOUR takeaways?

- ▶ What / How could you bring to your district? What could you incorporate?
- ▶ To Do lists

Next Steps

- ▶ Rename RESS to TOP: Team Optimizing Project
- ▶ Recruit districts to TOP for 2018-2019 school year
 - ▶ Personalized surveys and timing
 - ▶ Principal professional development
 - ▶ Consultations on analysis and reports
 - ▶ On-site visit options

Recruiting Districts to Join TOP 2018 - 2019 School Year



If you believe ...

- ✿ your employees are your greatest resource
- ✿ improving their success will improve your success
- ✿ keeping employees and developing their skills is better than replacing them
- ✿ teacher turnover is too high and job fair recruitment no longer works, then join

