

The School Board's Role in Teacher Retention

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Overview

- Alaska's teacher workforce
- Teacher turnover & supply
- Why should we care about turnover?
- Why are teachers leaving?
- What can you do to retain educators?



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Teacher workforce in Alaska

- 7,899 certificated teachers AY19
- 7,651 in AY18
 - 57% Bachelor's degree
 - 41% had a Master's degree, 0.4% held a Doctorate degree, and 0.08% were Ed Specialists
- 2017-18 58% of educators in AK prepared outside
- Alaska does not report ethnicity...but prior work indicated <5% Alaska Native



Inexperienced & Out-of-Field

Category	High-poverty Schools (State)	Low-poverty Schools (State)	All Schools (State)
Number of teachers who are inexperienced	108.5	55.7	336.3
Percent of teachers who are inexperienced	7.0%	2.5%	4.4%
Percentage of teachers who have emergency or provisional credentials**	N/A	N/A	N/A
Number of teachers teaching out-of-field	291.4	533.9	1726.8
Total number of teachers	1559.2	2188.7	7650.8
Percentage of teachers teaching out-of-field	18.7%	24.4%	22.6%





EDUCATOR RETENTION AND TURNOVER UNDER THE MIDNIGHT SUN

Examining trends and relationships in
teacher, principal, and superintendent
movement in Alaska

September 2019

Manuel Vazquez Cano, Hella Bel Hadj Amor, and Ashley Pierson

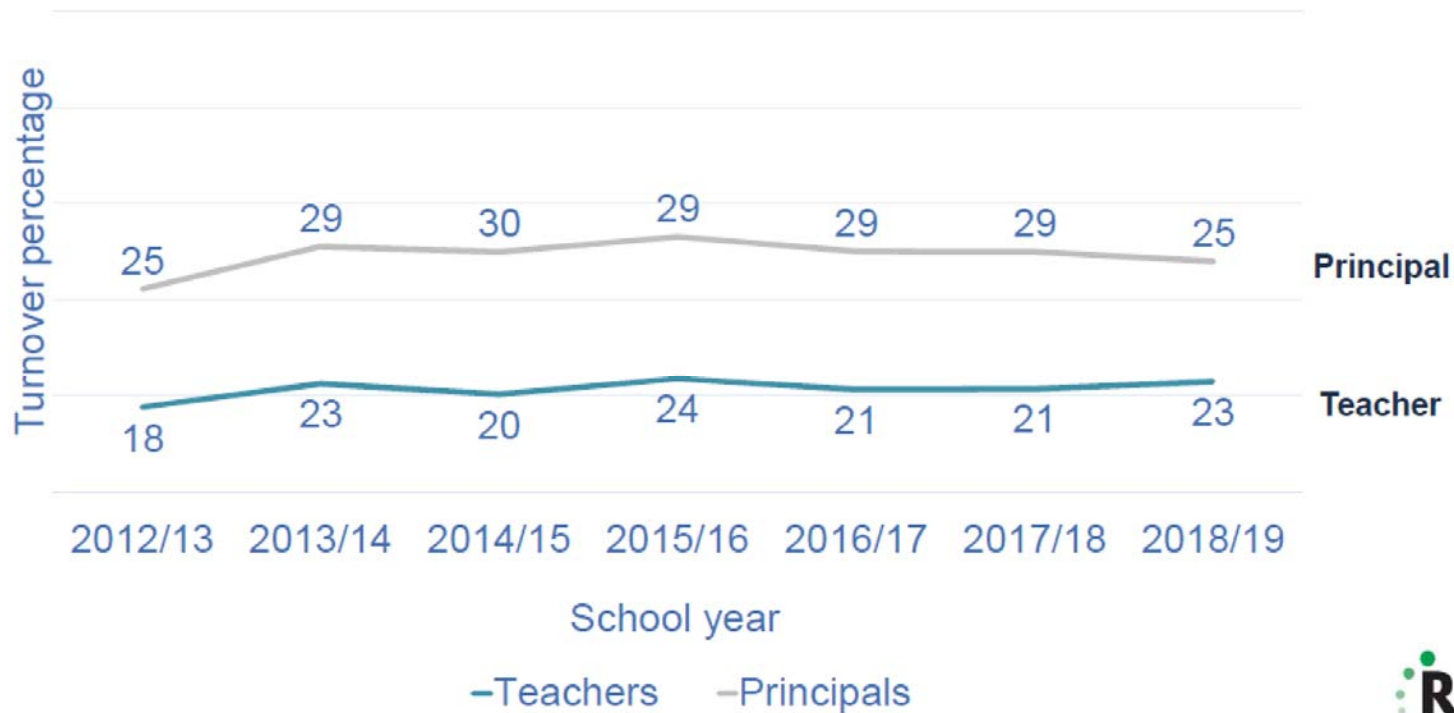
Regional Educational Laboratory Northwest

<https://files.eric.ed.gov/fulltext/ED598351.pdf>



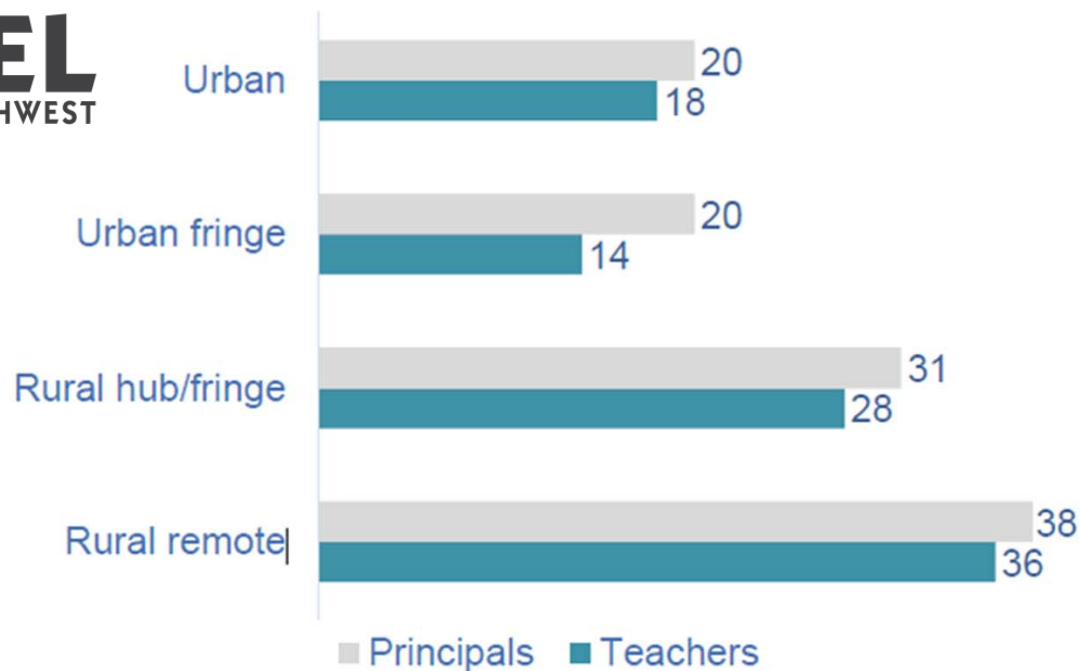
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Teacher & Administrator Turnover



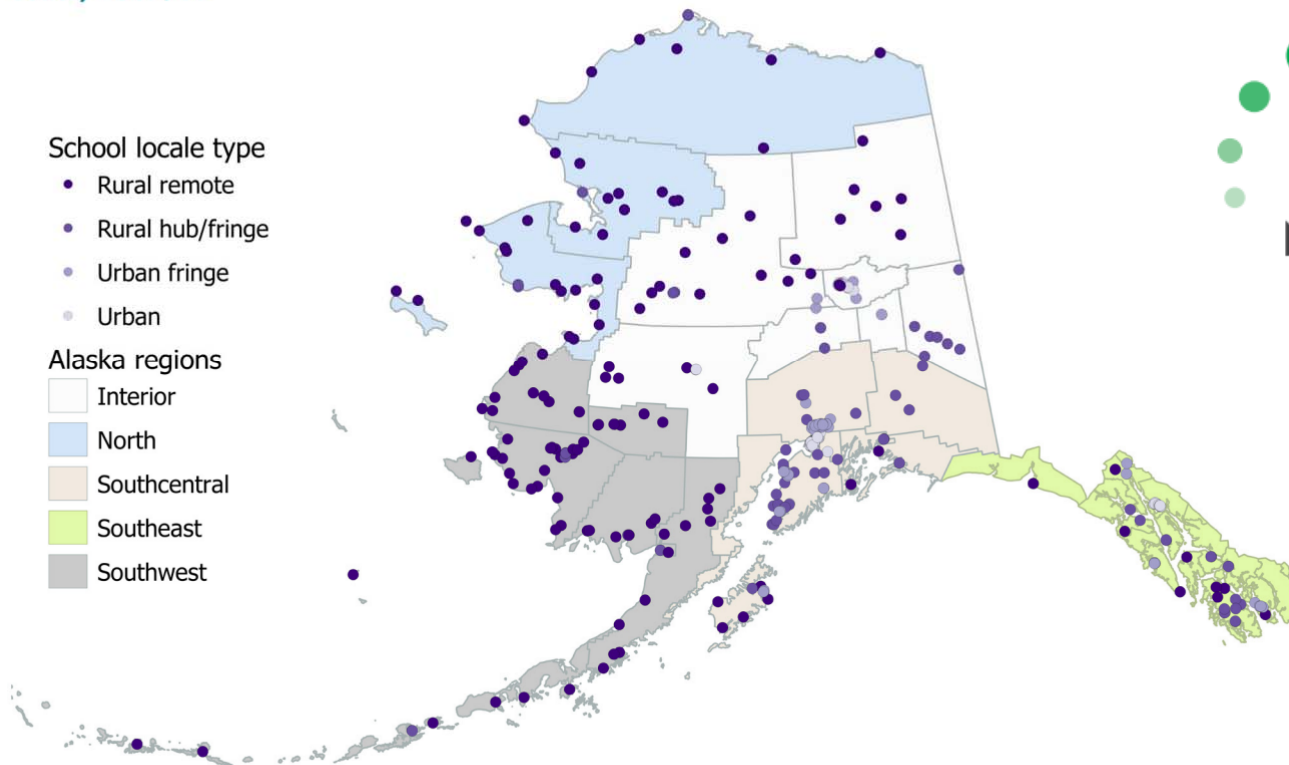
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Principal and Teacher Turnover in Alaska by Region: 2018-2019



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Figure 1. Regions of Alaska, school urbanicity, and school locale type within the state, 2017/18



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Figure 8. Teachers who were prepared outside Alaska had higher turnover rates than teachers who were prepared in Alaska, especially those who worked in rural-remote schools

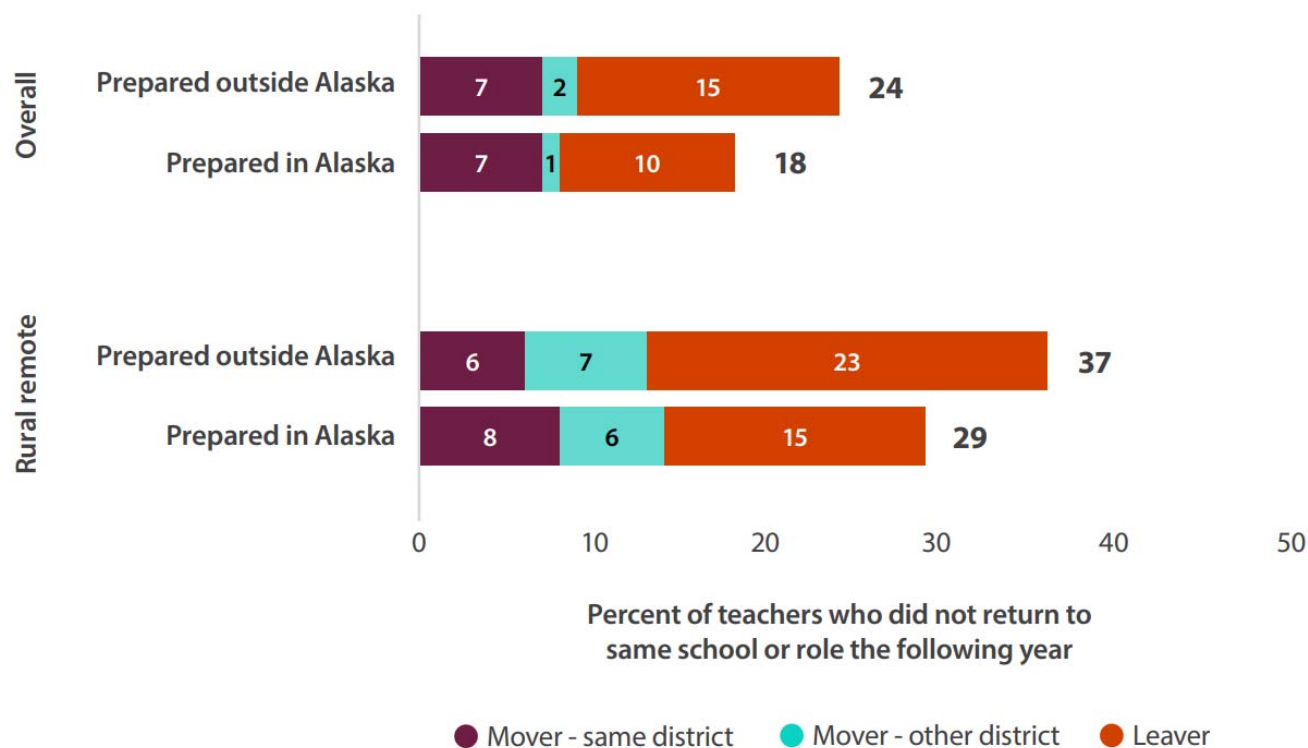
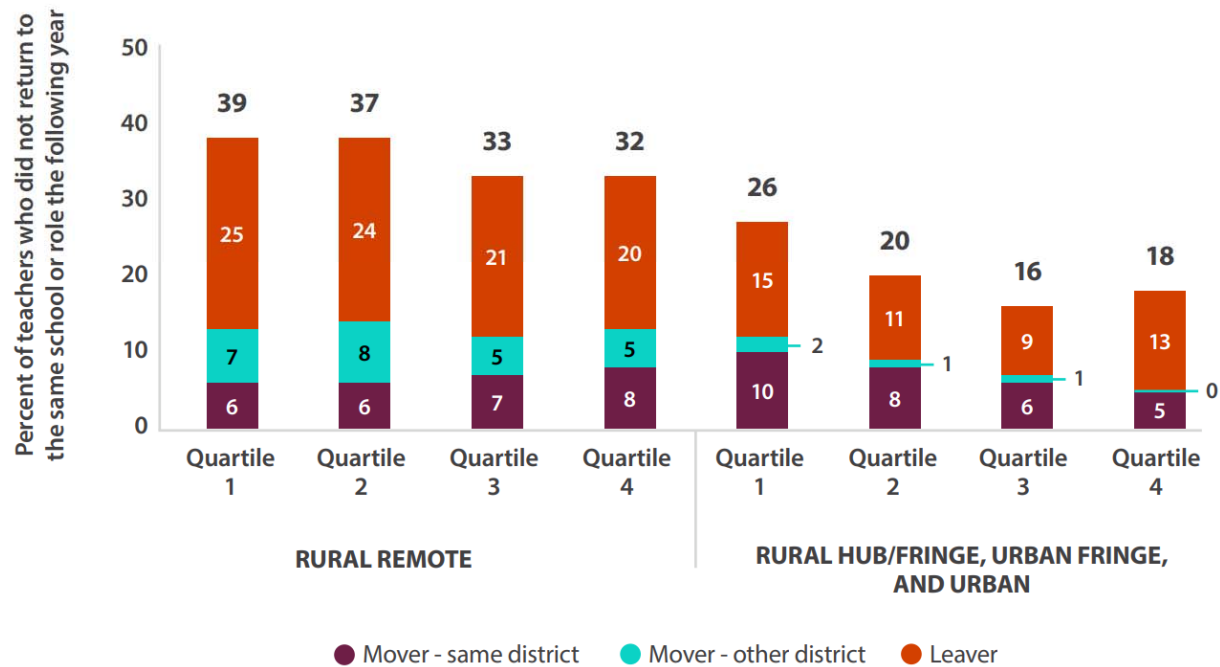


Figure 10. Teachers who earned lower salaries had higher turnover rates, and the turnover rates of teachers with the lowest salaries were higher in rural-remote areas than in other locales



Teacher Supply Issues

- Fewer than 300 teachers were prepared each year in the UA system
 - Not all go into teaching right away
 - Majority work in the big 5 districts

Number of UA Awards by Initial Teacher Programs						
FY	2013	2014	2015	2016	2017	2018
UA	233	263	235	210	248	278



With loss of UAA teacher education...

474 UAA students were seeking Initial Licensure in Fall 2018

Between Fall 2018 and the start of Fall semester 2019...

Completed Same Degree	56
Completed Other UAA Degree	47
Completed Degree at UAF	19
Completed Degree at UAS	7
Did Not Complete, Continued at UA	195
Did Not Complete, Not Retained	150

Fall Enrollment Declared Majors As of the first week of classes

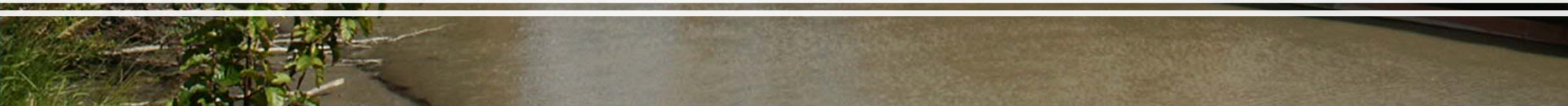
	2019	2018	2017	2016	% Change 2018-19
UAA Total	128	617	694	679	-79%
Initial Licensure Programs	3	445	476	470	-99%
Programs with both initial and non-initial certification tracks*	13	34	29	28	-62%
Non-initial Licensure Programs	12	138	189	181	-19%
UAF Total	413	325	338	373	27%
UAS Total	318	274	279	316	16%
Total	859	1,216	1,311	1,368	-29%



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Why should we care about turnover?



In Alaska high teacher turnover is correlated with poor student achievement

	Average Teacher Turnover	Average % of students scoring proficient in Reading in 2013
5 Lowest Turnover Districts	8.7%	85.8%
5 Highest Turnover Districts	37.9%	46.9%



Cost of teacher turnover...

...is \$20,431 per teacher per year.*

Schools with higher turnover invest disproportionate resources in replacing teachers who leave.

Costs are higher in rural communities.

*administrative costs, conservative estimate

Cost of Teacher Turnover in Alaska (2017)



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**Why are
teachers
leaving?**



Alaska teacher salaries...



...are about 15% below where they should be (statewide).

Salary needed to **attract and retain high quality teachers** varies significantly by community and depends heavily on working conditions there.

There is a 116% difference between lowest and highest recommended salaries.

Salary & Benefits Schedule and Teacher Tenure Study (2015)



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Teacher turnover...

...cannot be “fixed” with salary alone.

Compensation matters, but working conditions are a bigger factor in teacher turnover decisions than pay.

It's more than just dollars: Problematizing salary as the sole mechanism for recruiting and retaining teachers in rural Alaska (2018)



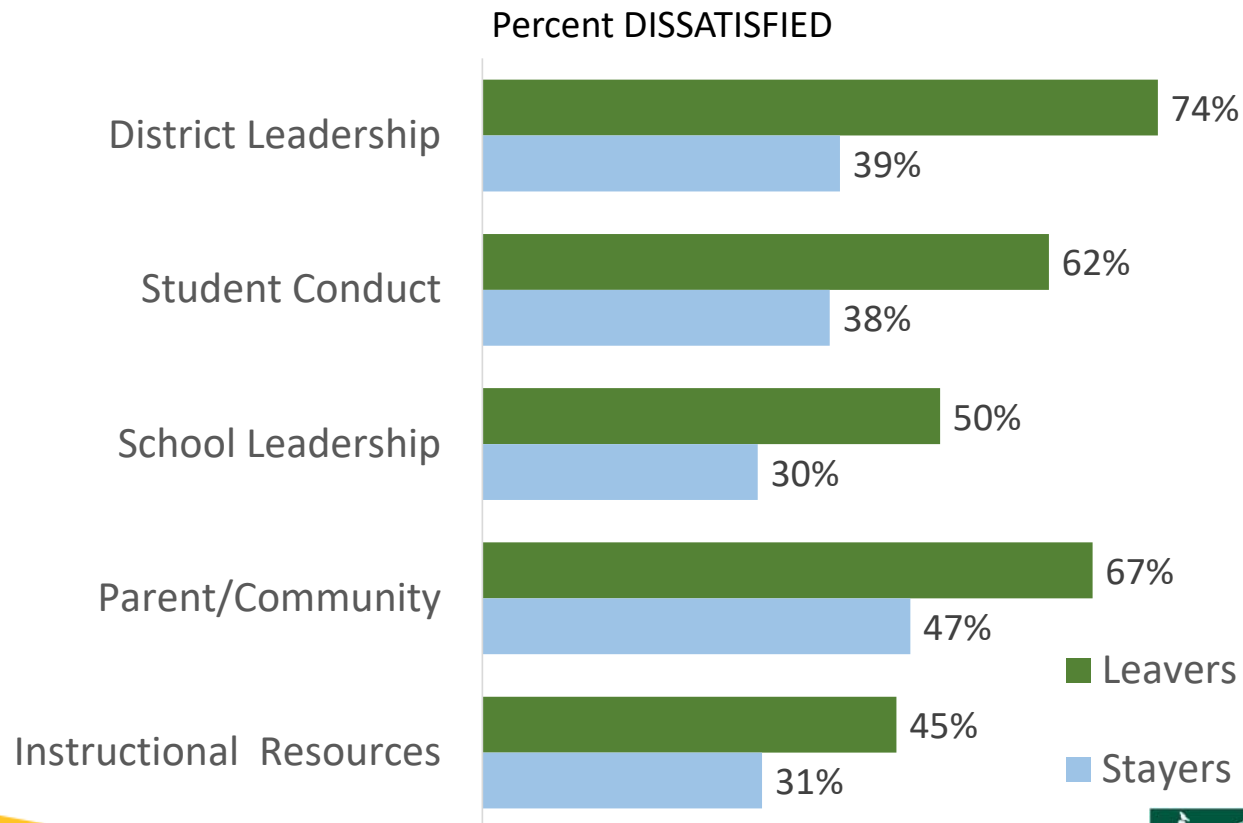
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Statewide Survey of Teachers

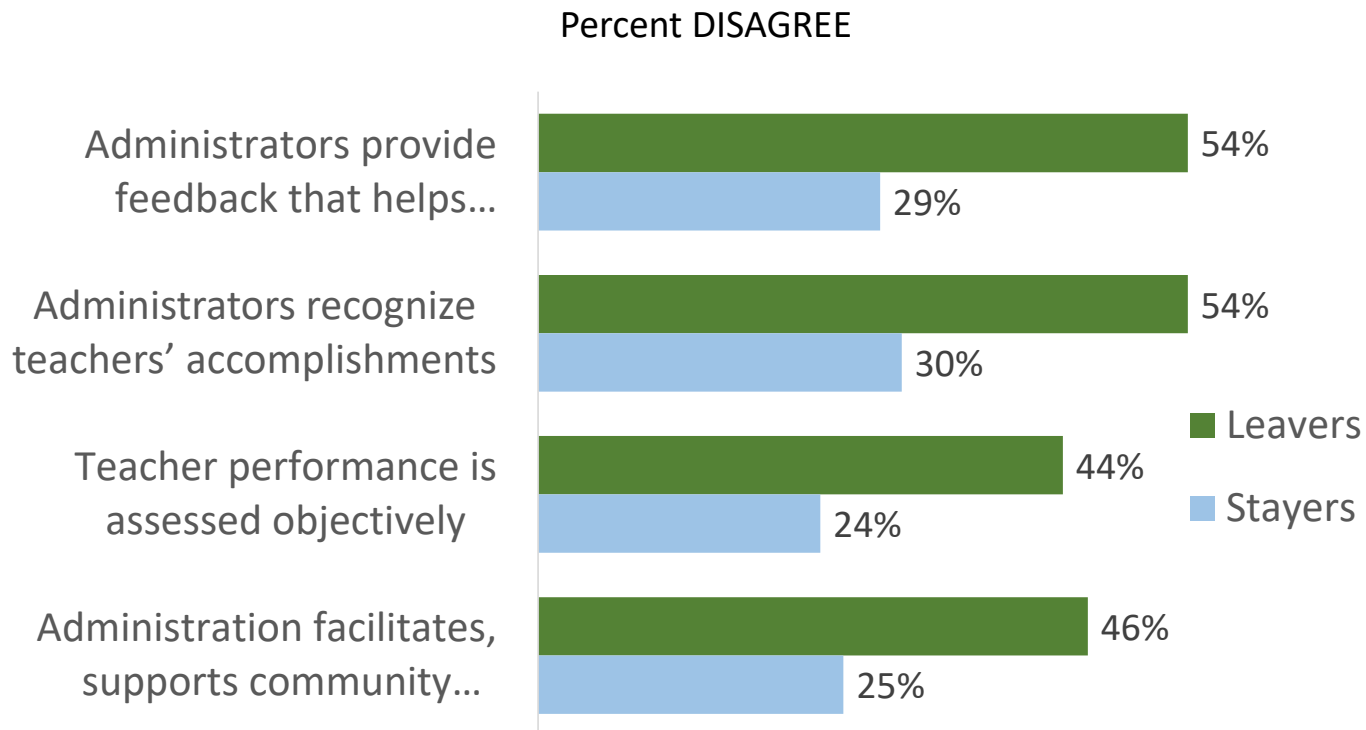
- Initial round N=290
- Response Rate = 29%
- 17 rural districts
- 111 Elementary
- 89 Secondary
- 73 Both
- Matched responses with what actually did



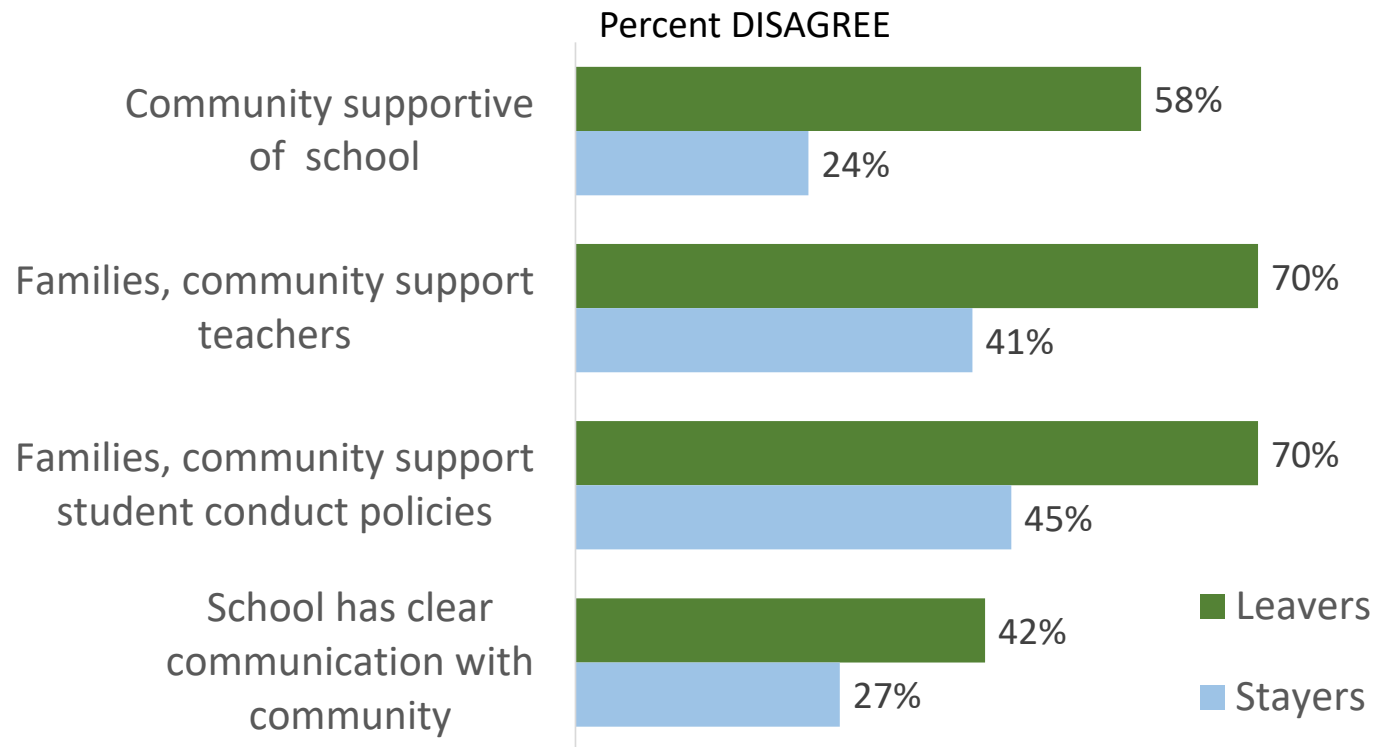
How satisfied are you with each of these aspects of your current job?



Administration



Community Support for School



What can
school
boards do to
retain
teachers?



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What can you do?

- Find community members to mentor/guide teachers
- Raise the status of teachers in your community; make teachers feel valued
- Encourage parents to get to know teachers, and help teachers get to know community leaders
- Look at your salary and benefits structure. If you can invest more in teachers, you could recoup the costs in not having to replace them...



What can you do?

- Find out why teachers in your districts might be leaving...
 - Field an anonymous survey (maybe use an outside entity to engender trust)
 - Be prepared for difficult truths
 - Be ready to have hard conversations with teachers, principals and district administrators
 - address issues that you can affect...

What can you do? Issues you can address:

- Working conditions matter:
 - Have an honest conversation about the adequacy of teacher housing
 - Make sure teachers feel like they have the materials they need in the classroom.
- Support in the school & district matters
 - Make sure that teachers feel supported by administrators as well as parents
 - Make sure there are meaningful professional development opportunities

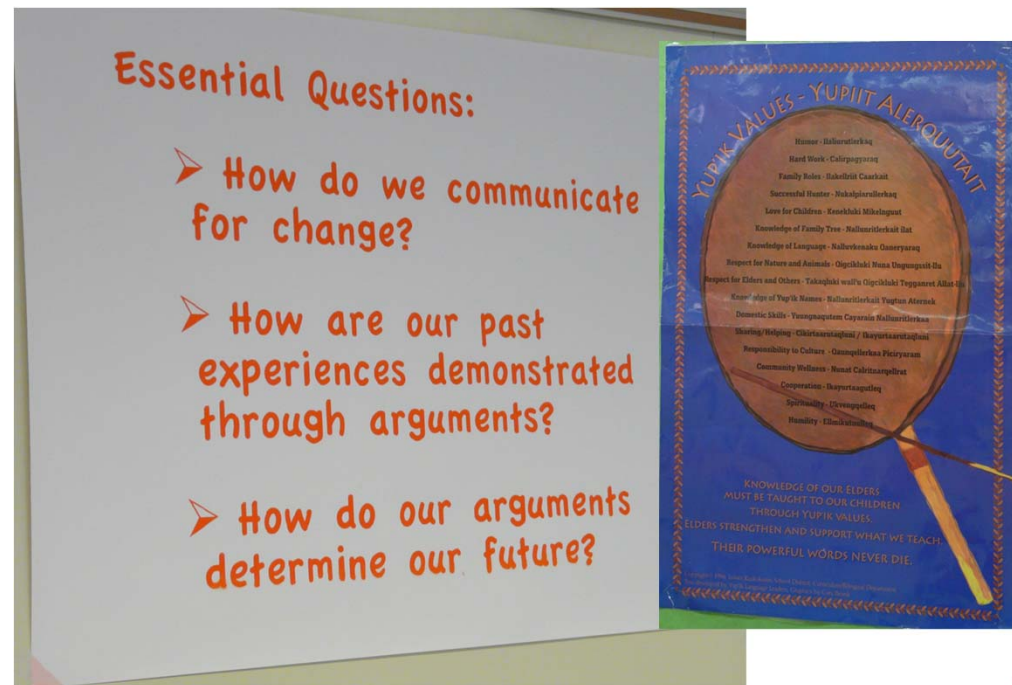


What can you do?

- Grow more of your own
 - Too few teachers home grown, from rural and/or Indigenous backgrounds; < 5% teachers are Alaska Native
- Encourage youth in your communities to go to college
- Ask current teachers to mentor students
- Pay for H.S. graduates to get a teaching degree (e.g., LKSD)/take advantage of loan forgiveness (state Teacher Education Loan)

What are your ideas?

Please share anything that's worked well in your district!



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Thank you!

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