

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



Mission: To assist clients in discovering insights and implementing change through a research-based, data-driven systems approach to increase organizational clarity, focus, and workforce success.

TOP is a service provided by Adams Analytic Solutions and JSC Consulting, LLC, available to all school districts, has a fee-structure based on district size, and includes options for certificated and/or classified staff services.

| Certificated Staff Surveys | | Classified Staff Surveys | |
|----------------------------|-------------|--------------------------|-------------|
| Group Size | Service Fee | Group Size | Service Fee |
| 1-30 | \$15,000 | 1-30 | \$ 7,500 |
| 31-65 | \$20,000 | 31-65 | \$10,000 |
| 66-200 | \$25,000 | 66-200 | \$12,500 |
| 201+ | \$40,000 | 201+ | \$20,000 |

Based on a 2017 CAEPR study¹, the average cost of turnover is \$20,431.08 per teacher in Alaska. If you have fewer than 180 teachers, this project would cost you almost nothing if the data from TOP caused one teacher not to leave!

Scope of Service

- Develop surveys in conjunction with districts
- Administer four surveys for certificated staff and/or two surveys for classified staff to gather input regarding work-environment, community, efficacy, quality of life, strengthening the workforce
- Consult on analysis of survey data and written follow-up reports
- On-site visit for administrator professional development, sharing results

Superintendent Insights

Learned from 2017-2018 RESS Pilot Study



– Clarity –

“The opportunity to challenge or confirm our assumptions regarding why people stay or leave provided the opportunity to collect relevant data in support of goals in the District’s Strategic Plan.”

– Dr. Annmarie O’Brien, Superintendent,
Northwest Arctic Borough School District

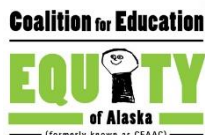
“We did learn where we did not communicate well.”

– Rayna Hartz, Superintendent,
Yupit School District

– Change –

“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, planning meetings where teachers of the same subject and/or grade levels can come together and discuss their ideas for the classroom. Also giving them more opportunities to express their opinions and concerns. Allowing teachers to have monthly 1-on-1 meetings with administrators and/or the principal is another opportunity.”

– Shawn Arnold, Superintendent,
Nome Public Schools



The Research-based Educator Systems Support (RESS) pilot study was funded and supported by the Coalition for Education Equity. Details and results can be found on their website under the Educator Quality and Quantity work at <https://ceequity.org/eqq/>.

Interested? Contact:

Jerry Covey
jscc@gci.net
907.440.6500



Dr. Barbara L. Adams
badams.aas@gmail.com
907.460.1377



¹DeFeo, D., Trang, T., Hirshberg, D., Cope, D., and Cravez, P. (2017). *The cost of teacher turnover in Alaska*. Anchorage, AK: University of Alaska Anchorage Center for Alaska Education Policy Research.