

<p><b>Essential Area 1</b></p> <p>Strengthening Working Conditions</p>	<ol style="list-style-type: none"> <li>1. Develop a committee to <u>create an Educator Induction Program framework</u> to share with districts.</li> <li>2. Identify methods to measure working conditions that support making data-driven improvements and share those options with districts.</li> <li>3. Develop a variety of example strategies for districts to support additional financial opportunities.</li> </ol>
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<p><b>Essential Area 2</b></p> <p>Developing Leadership</p>	<ol style="list-style-type: none"> <li>1. Create an <u>Organizational Health System</u> for superintendents to assess the health of their district and to then offer supporting strategies to address the identified areas of need.</li> <li>2. Increase professional support for mentoring new administrators.</li> <li>3. Develop and adopt processes for teachers to contribute to principal evaluation to strengthen leadership.</li> </ol>
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<p><b>Essential Area 3</b></p> <p>Restructuring Retirement Options</p>	<ol style="list-style-type: none"> <li>1. Establish a <u>Retirement Task Force</u> to identify multiple methods to restructure TRS Tier III, including hybrid plans to determine possible options for the state.</li> <li>2. Develop and offer financial literacy education through extended benefits training.</li> </ol>
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<p><b>Essential Area 4</b></p> <p>Enhancing Recruitment Efforts and Opportunities</p>	<ol style="list-style-type: none"> <li>1. Conduct an <a href="#">Independent Recruitment Audit</a> to review the current teacher recruitment practices in Alaska.</li> <li>2. Develop a <a href="#">Statewide Recruitment Task Force</a> to propose specific solutions and funding.</li> <li>3. Restructure Alaska Teacher Placement (ATP) services concurrently with the audit to maximize potential statewide recruitment as soon as possible.</li> <li>4. Support expansion of the grow-your-own models already in place.</li> <li>5. Consider models of Alternative Certification Pathways and determine which ones to adopt.</li> </ol>
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<p><b>Essential Area 5</b></p> <p>Creating paraprofessional pathways</p>	<ol style="list-style-type: none"> <li>1. Create a tiered pathway or career ladder for paraprofessionals.</li> <li>2. Identify and share additional resources that would assist districts and the University of Alaska in the development of Alaska alternative programs for paraprofessionals.</li> </ol>
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<p><b>Essential Area 6</b></p> <p>Streamlining Certification and Recertification</p>	<ol style="list-style-type: none"> <li>1. Modernize process by creating an online certification system that is more automated and less paper.</li> <li>2. Offer reciprocity among states with no conditions.</li> <li>3. Allow alternative methods to satisfy the Alaska studies and multicultural coursework.</li> </ol>
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