

Coalition for Education



RESS Presentation to
AASB Spring Academy / Legislative Fly-in



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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

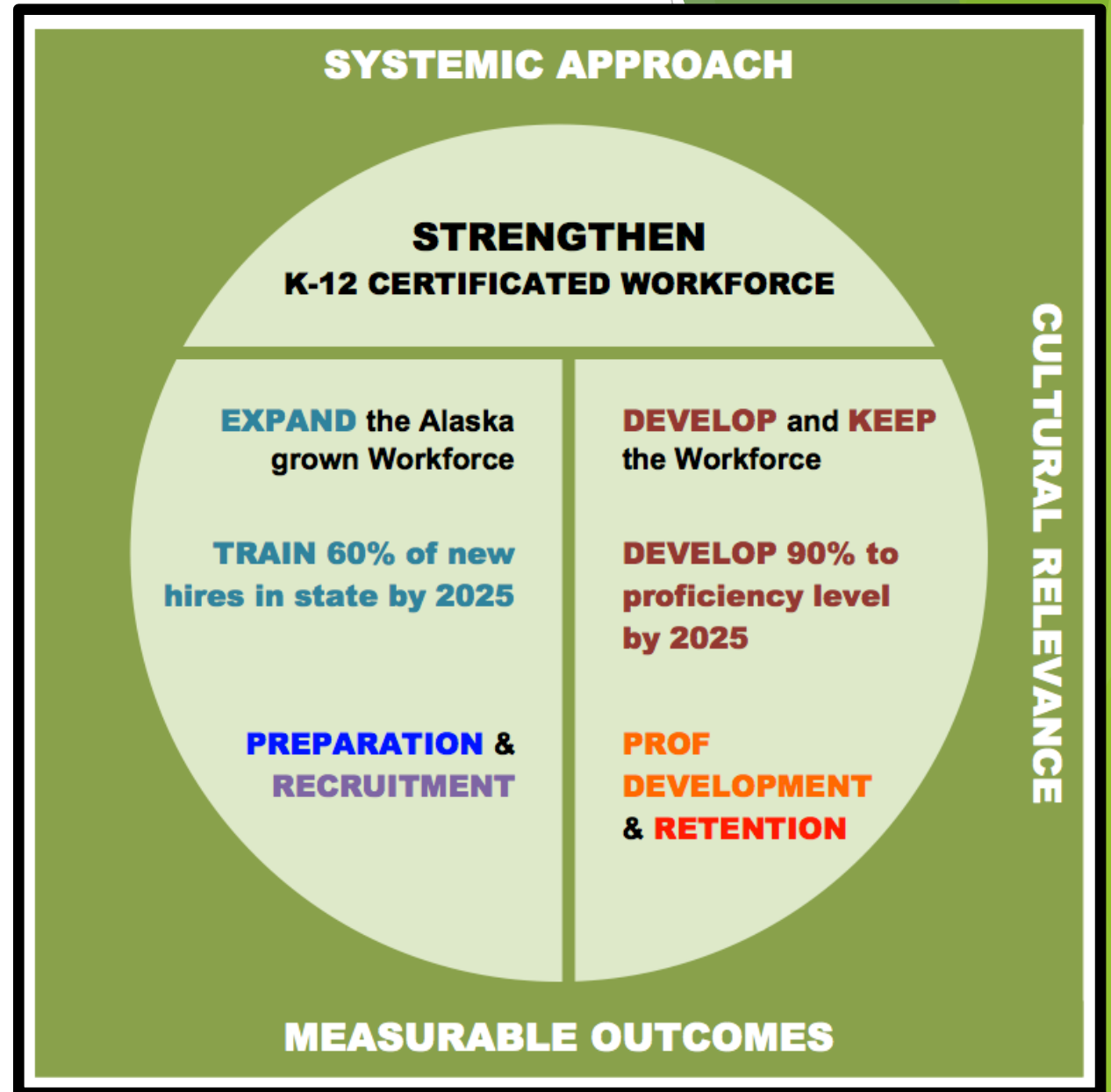
Research-based Educator Systems Support

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 include

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

RESS Participating Districts

District	Teacher Counts (Avg)	Response Rate* (Avg)
Alaska Gateway	33	67%
Kashunamiut	26	72%
Nome Public Schools	58	72%
Northwest Arctic Borough	174	62%
Yupiit	38	66%

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

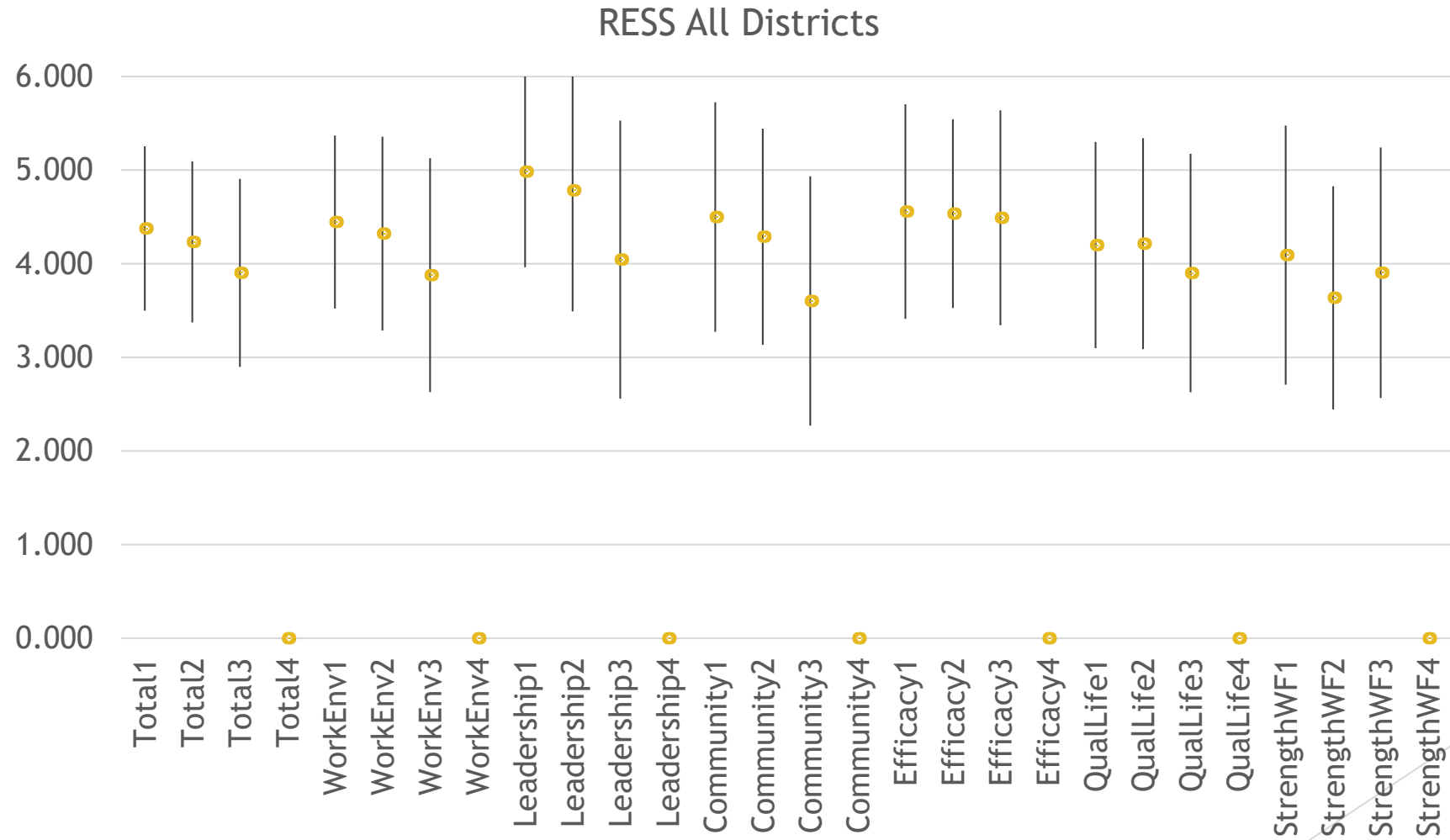
RESS Survey Process

- ▶ 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, April TBD
- ▶ Data Analysis, within 1 week
- ▶ Consultations, follow reports

RESS Survey Design

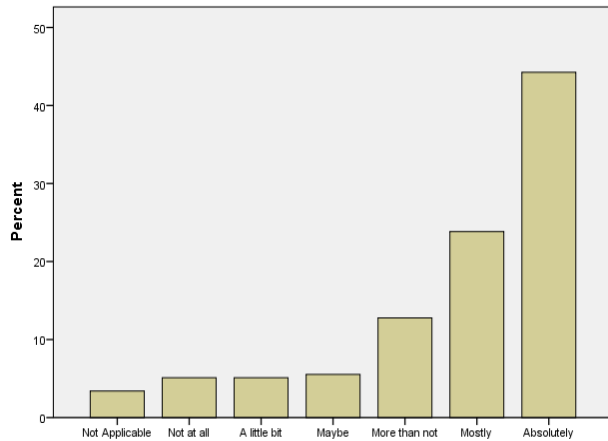
- ▶ Each survey had 36 questions - 31 multiple-choice questions divided into five groups
 - ▶ Work Environment/Leadership
 - ▶ Community
 - ▶ Efficacy
 - ▶ Quality of Life
 - ▶ Strengthening the Workforce
- ▶ Response Options
 - ▶ 6 - Absolutely
 - ▶ 5 - Mostly
 - ▶ 4 - More than not
 - ▶ 3 - Maybe
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

RESS Results

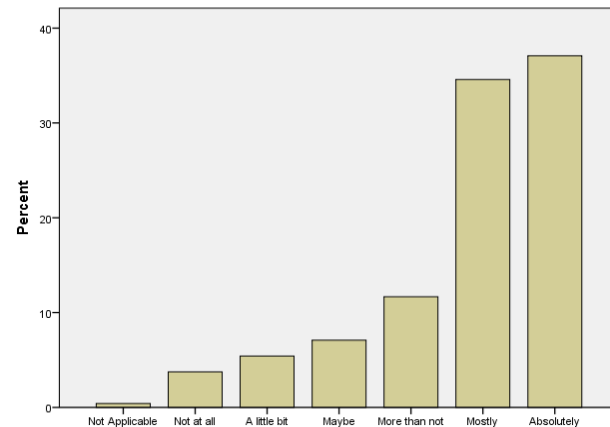


RESS Results - Question Development

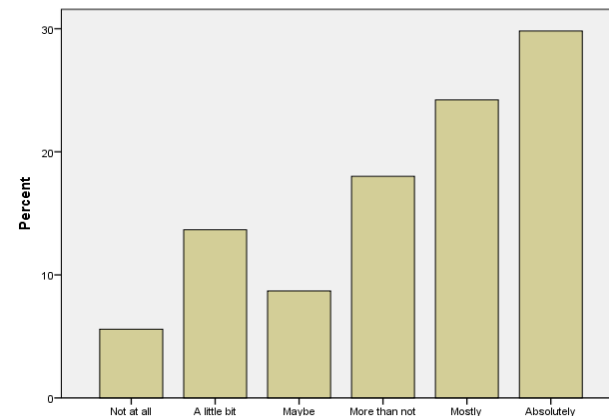
Q14: I appreciate the welcome I received this year from the community where I teach.



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



Q14: I feel accepted in the community where I teach. *(partial)*



Superintendent and Board Member Insights

We did learn where we did not communicate well.”

- Rayna Hartz, Superintendent,
Yupit 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, 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.”

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

TOP
TEAM OPTIMIZING PROJECT
INSPIRED PURPOSE • LASTING IMPACT • TRANSFORMATIONAL RESULTS