Teacher Turnover Rate

Urban: 18%
Rural: 32%
Using Research to Inform Policy: Educator Recruitment and Retention

September 28, 2018
Our region
Alaska State Policy Research Alliance

• Statewide alliance of policymakers and education stakeholders
• Use research and evidence to inform state and local education policy
Past topics

- Broadband
- Schools with fewer than 25 students
- Developmental education
- Educator retention
Goals of our session

• Gain a better understanding of educator recruitment and retention in Alaska
• Examine data for your region
• Discuss:
  o How to use these data
  o Strategies you use in your district
Educator Retention in Alaska
Educator landscape 2017/18

• About 130,000 students in public schools
• Approximately 8,000 teachers
  - 700 new to profession/Alaska
• Approximately 400 principals
  - 70 new to profession/Alaska
School turnover: Principal and teacher rates steady

Preliminary results
District turnover:
Principal and teacher rates steady

Preliminary results
Rural/urban classifications

- Urban (on- and off-road)
  - For example: Anchorage, Fairbanks, Juneau
- Urban/rural fringe (on- and off-road)
  - For example: Palmer, Seward, Sitka
- Rural hub/fringe (on- and off-road)
  - For example: Bethel, Healy, Unalaska
- Rural remote (off-road)
  - For example: Adak, Arctic Village, Yakutat
Rural remote schools had the highest turnover among principals and teachers in 2017/18

<table>
<thead>
<tr>
<th>Location</th>
<th>Principal</th>
<th>Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>15</td>
<td>19</td>
</tr>
<tr>
<td>Urban fringe</td>
<td>16</td>
<td>25</td>
</tr>
<tr>
<td>Rural hub/fringe</td>
<td>32</td>
<td>29</td>
</tr>
<tr>
<td>Rural remote</td>
<td>43</td>
<td>34</td>
</tr>
</tbody>
</table>

Preliminary results
Regional data discussion

1. DATA
   What does this say?

2. ASSUMPTIONS & IMPLICATIONS
   What are they?
   e.g., for state policy

3. STRATEGIES
   What strategies for recruitment and retention do districts in your group use?
   Pick two promising ones
Questions?

Come talk to us anytime today!

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