



Teacher Retention and Recruitment Playbook

Dr. Barbara L. Adams, Consultant, Adams Analytic Solutions
badams.aas@gmail.com



Dr. Monica Goyette, Division Director, Innovation and Education Excellence
Alaska Department of Education and Early Development
monica.goyette@alaska.gov

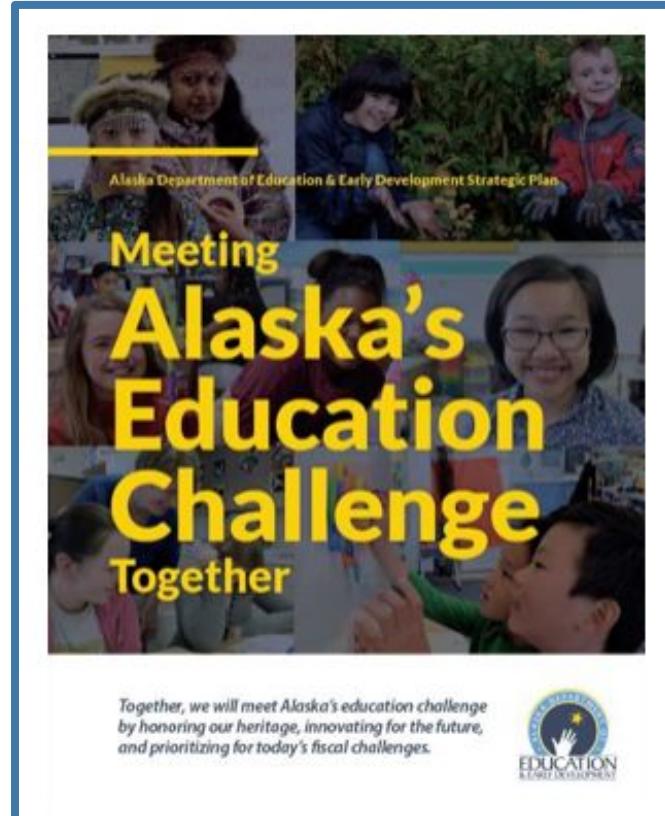
TCC Education Summit
January 15, 2026



DEED Mission, Vision, and Purpose

Mission	Vision	Purpose
An excellent education for every student every day.	All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them. - Alaska Statute 14.03.015	DEED exists to provide information, resources, and leadership to support an excellent education for every student every day.

Alaska's Education Challenge



Five Shared Strategic Priorities:

1. Support all students to read at grade level by the end of third grade.
2. Increase career, technical, and culturally relevant education to meet student and workforce needs.
3. Close the achievement gap by ensuring equitable educational rigor and resources.
4. Prepare, attract, and retain effective education professionals.
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes.



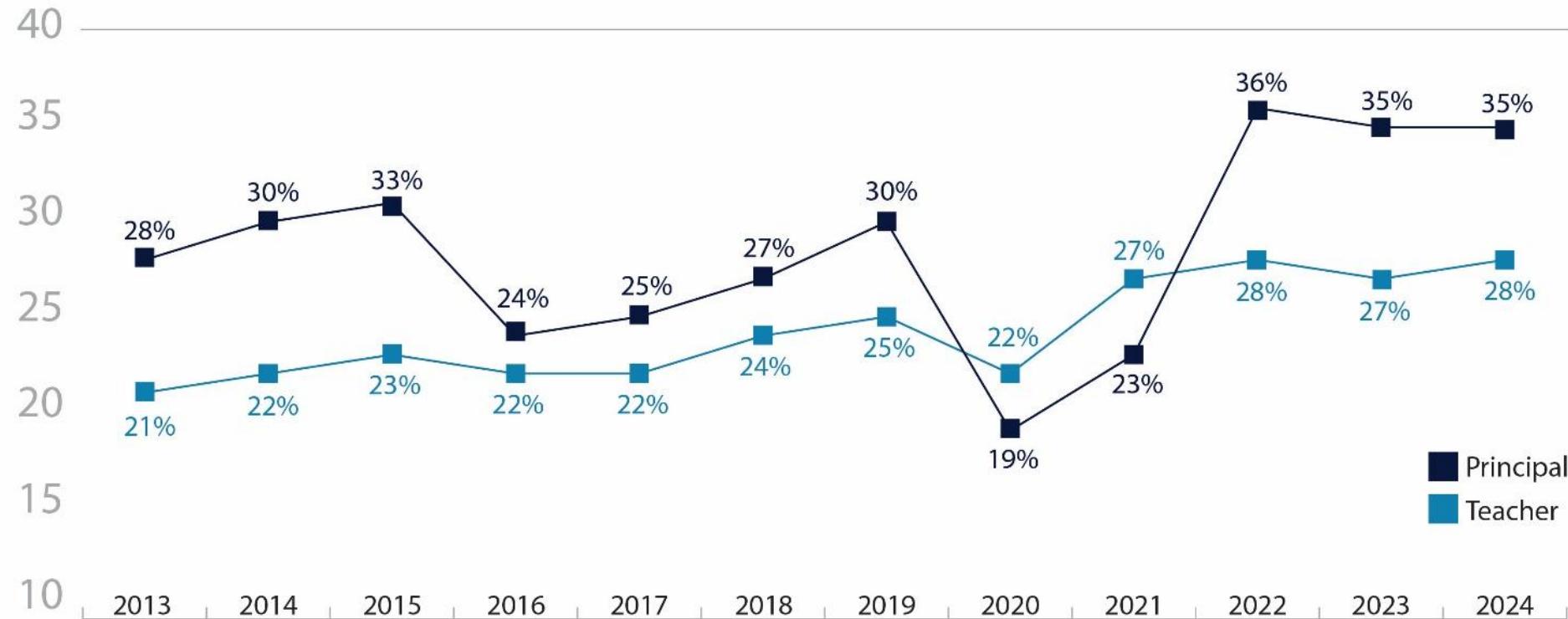
Strategic Priority 4

Prepare, attract, and retain effective education professionals.

Alaska Teacher Turnover & Data Trends

Trends in Teacher and Principal Turnover | 2013-2024

An Excellent Education for Every Student Every Day



Source: Teacher & Principal Turnover in Alaska, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.

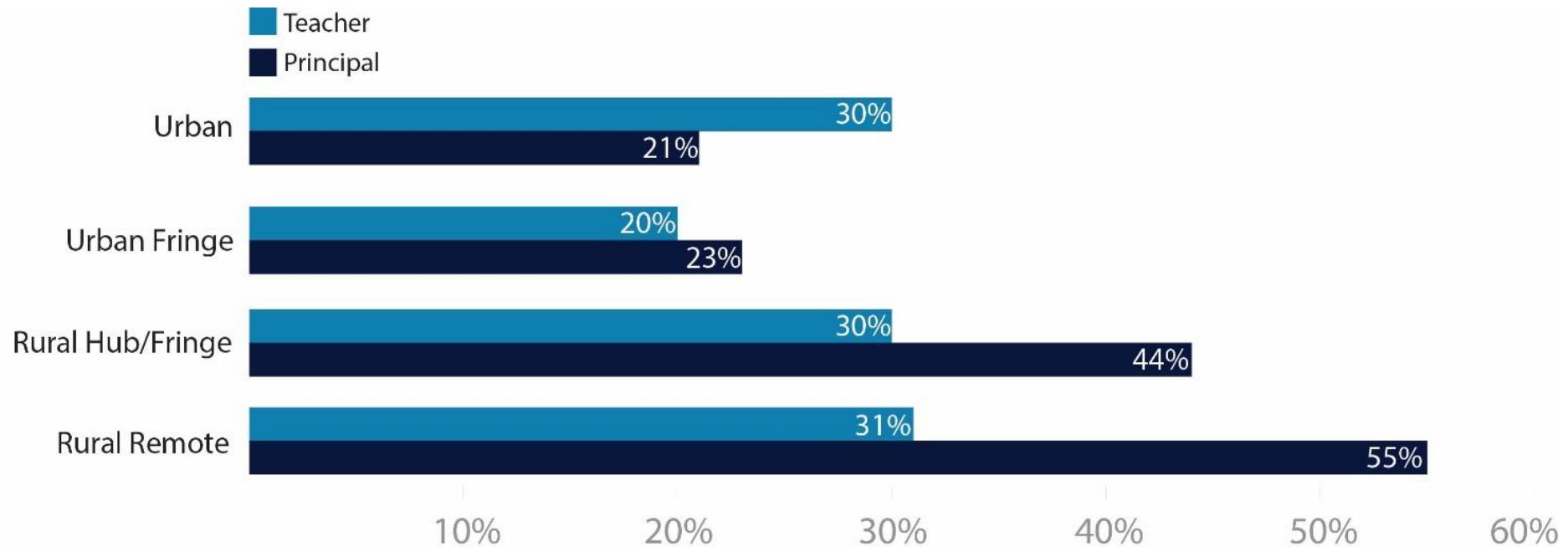


Strategic Priority 4

Prepare, attract, and retain effective education professionals.

Alaska Teacher Turnover & Data Trends

Teacher and Principal Turnover by School Locale | 2024



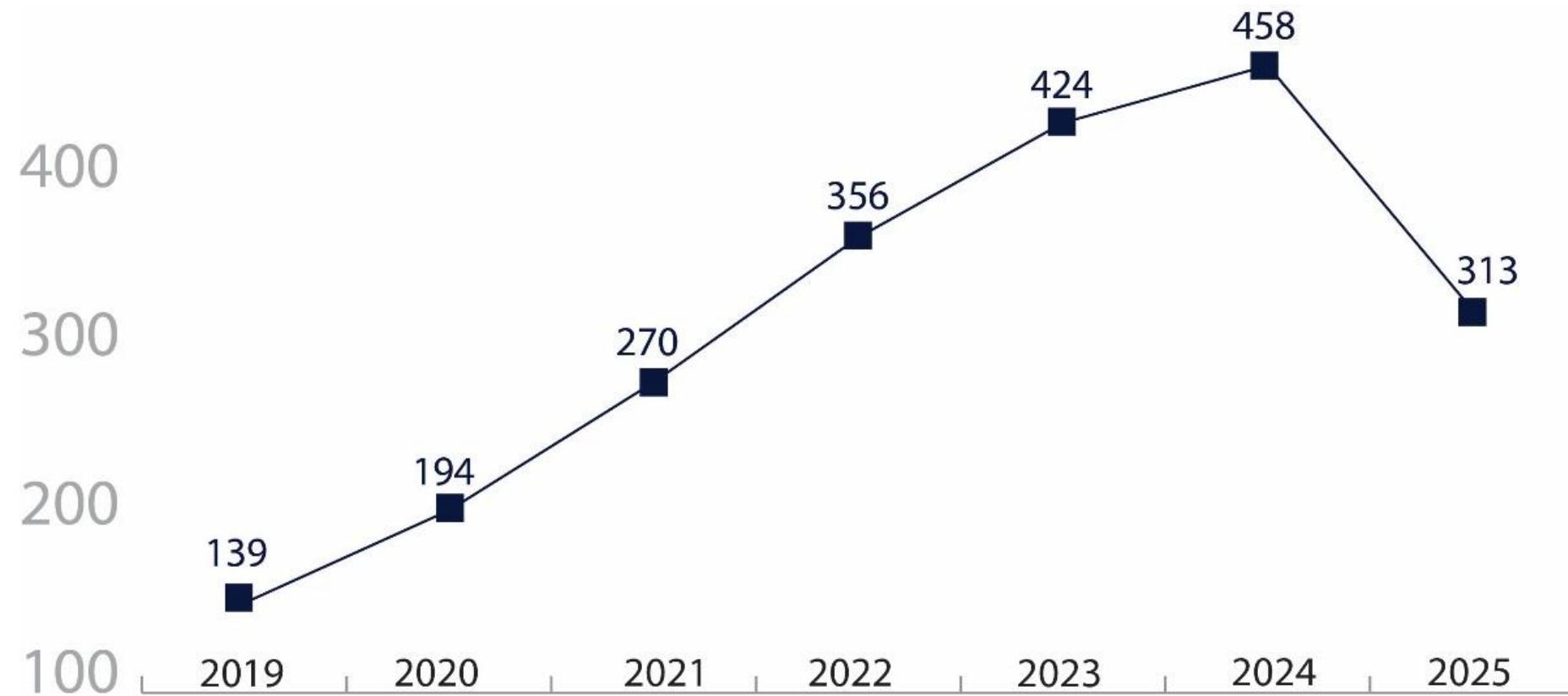
Source: Teacher & Principal Turnover in Alaska, presentation to the State Board of Education & Early Development, University of Alaska Anchorage, Institute of Social and Economic Research (ISER), December 3, 2025.



First Day Teacher Vacancies

FTE | 2019-2025

An Excellent Education for Every Student Every Day

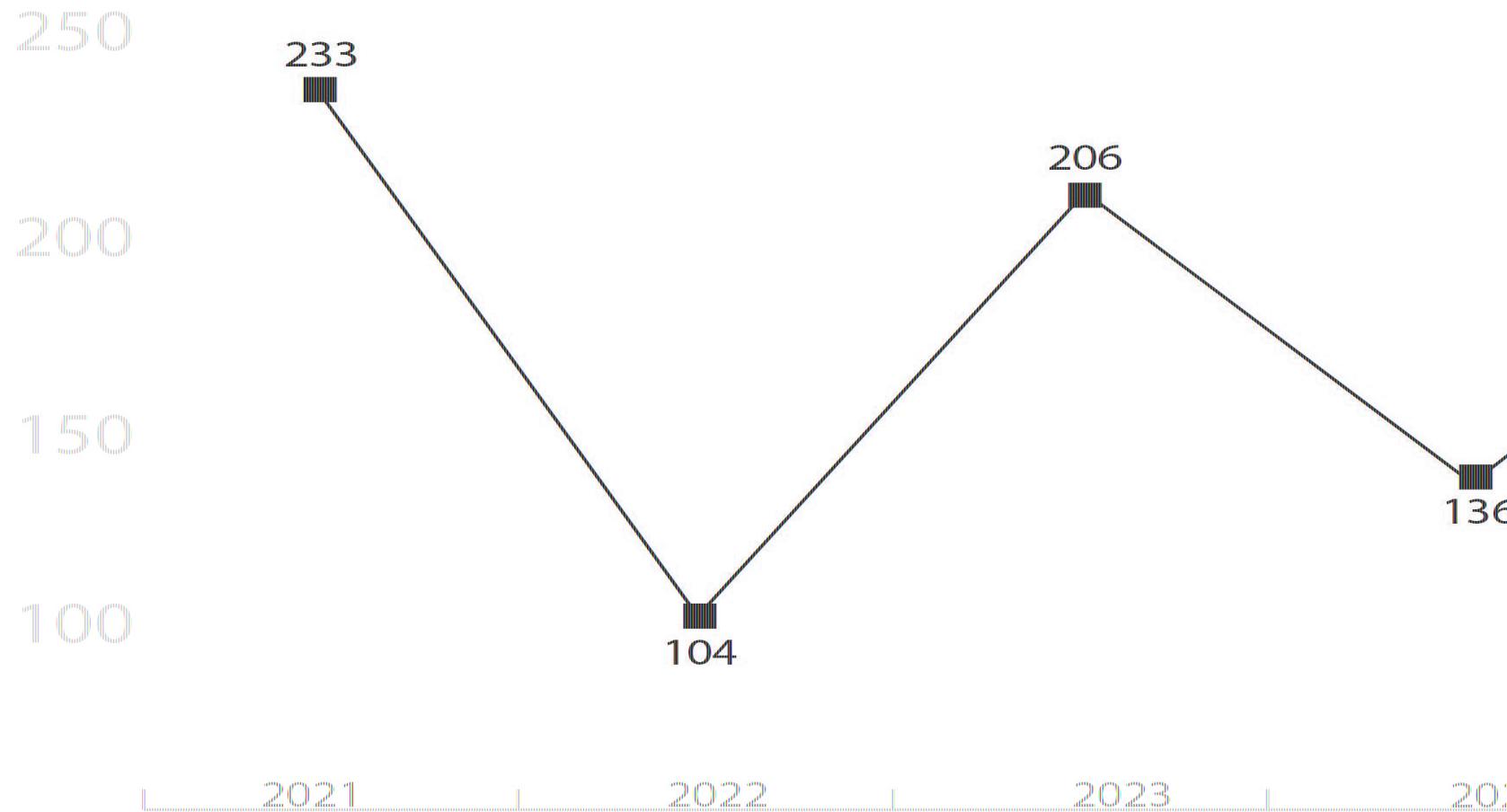


Source: District Fall Staff Accounting Report – Total of 6,765 Teachers
Reference: SBOE Report to Legislature, page 42.



Emergency Certified Teacher Count

FTE | 2021-2025



Source: District Fall Staff Accounting Report – Total of 6,765 Teachers
Reference: SBOE Report to Legislature, page 44.

Educators Serving on Work Visas

Alaska's schools continue to benefit from the contributions of internationally recruited educators who help districts fill positions that would otherwise remain vacant.



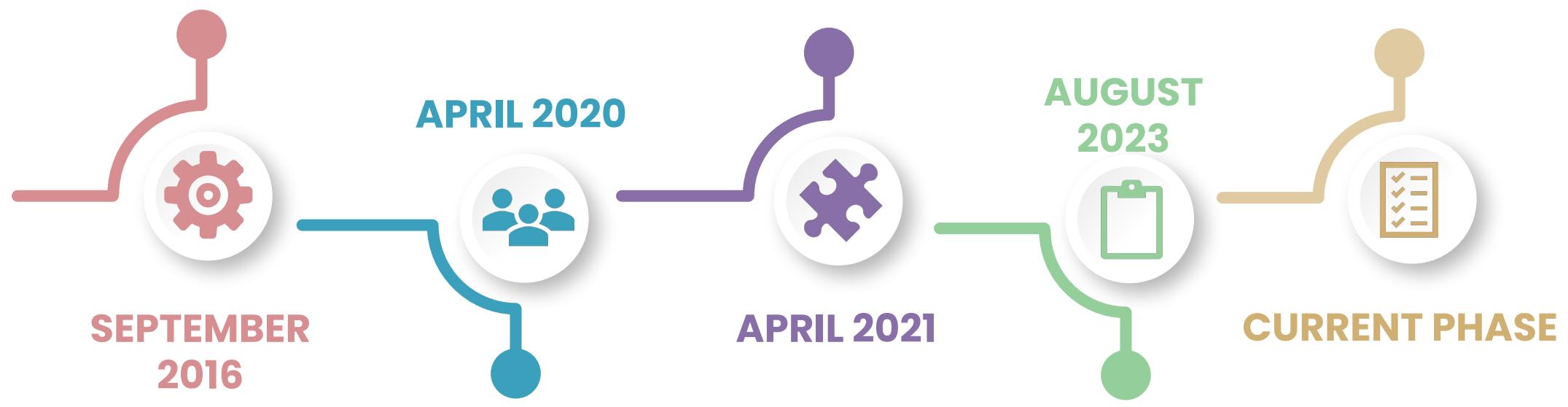
Source: District Fall Staff Accounting Report





Alaska Teacher Retention and Recruitment (TRR) Efforts

TRR Timeline



GOA created a TRR working group of established stakeholders from across the state.

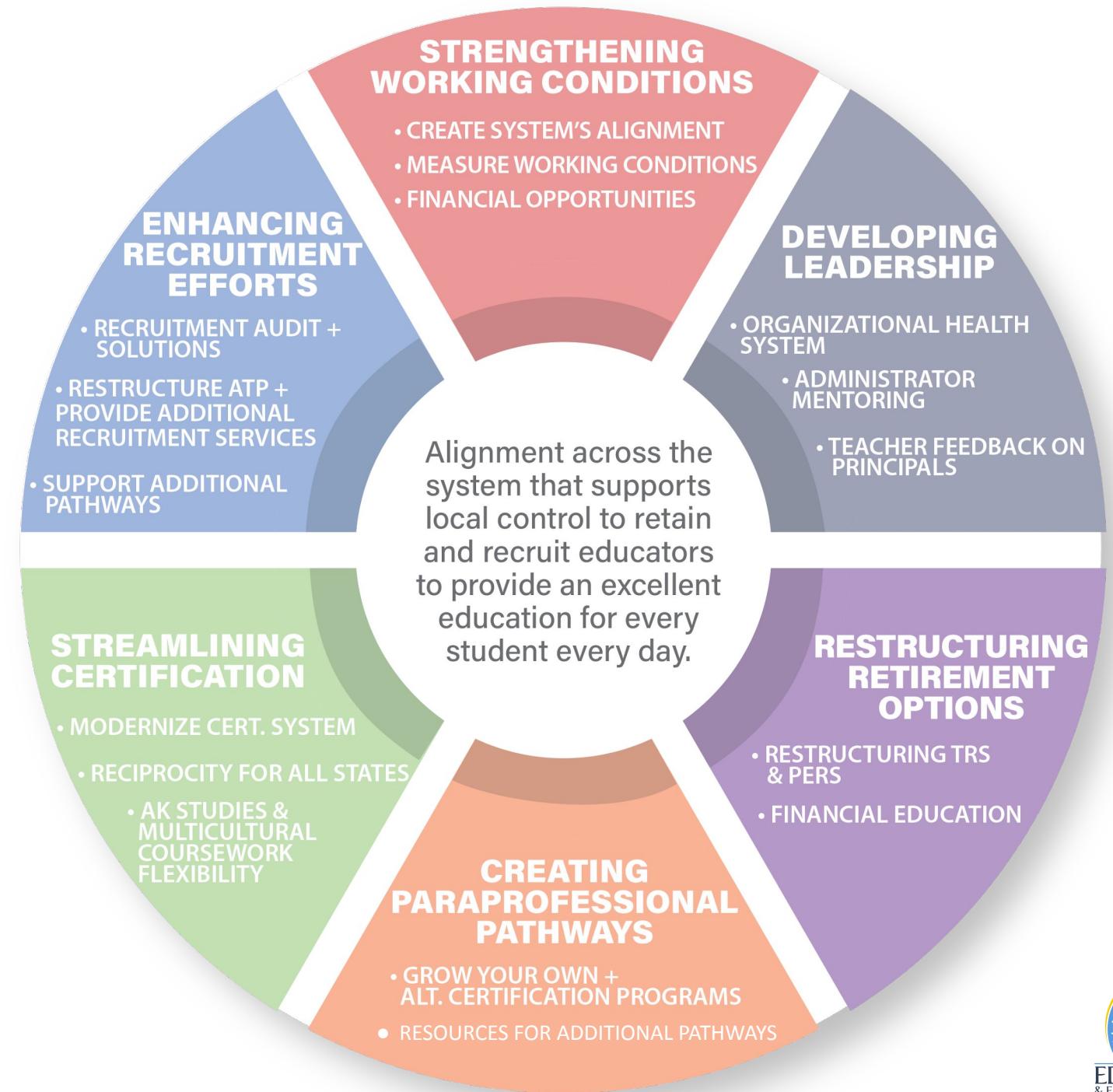
TRR Playbook refines to 16 recommendations with implementation strategies defined by stakeholder group.

TRR Playbook

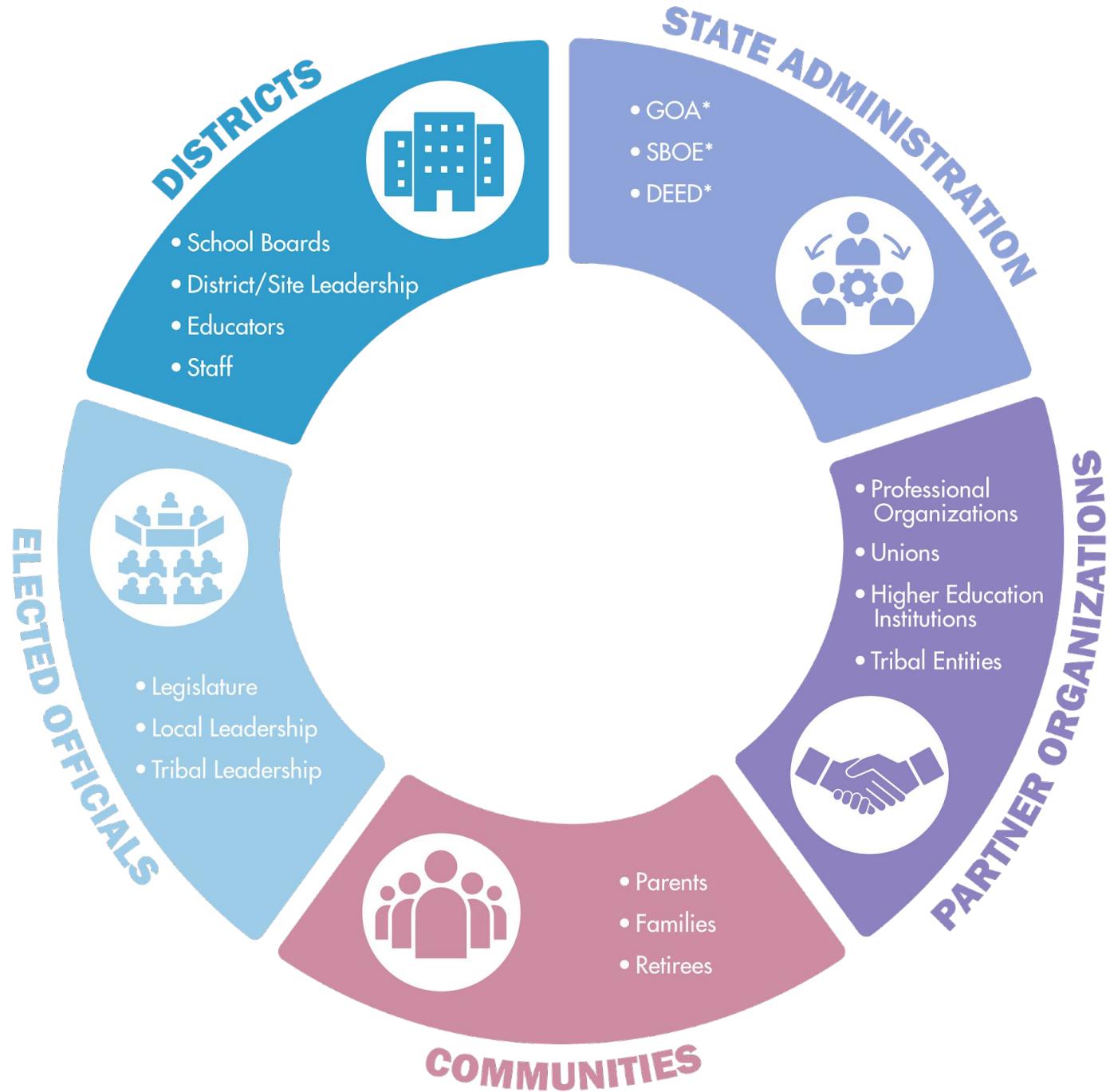
Potential Solutions



<https://aklearns.org/trr/>



TRR Stakeholder Groups



*GOA GOVERNOR OF ALASKA

*SBOE STATE BOARD OF EDUCATION

*DEED DEPARTMENT OF EDUCATION & EARLY DEVELOPMENT

Example Solution under Paraprofessional Pathways

What is a Registered Apprenticeship



Apprenticeship is the ***best of both worlds***



Apprentice gains **hands-on experience** in a K-12 classroom,
under the guidance of a **mentor teacher**.



Apprentice can **“earn-and-learn”** as a full-time employee.

Apprenticeship Program

Key Actors



SPONSOR |



Alaska Pacific University
Arctic Slope Regional Corporation
Bering Strait School District
Bristol Bay Regional Career and Technical Education
Department of Education and Early Development
Rural Alaska Community Action Program
Sealaska Heritage Institute
Southeast Childhood Collective (Formerly AEYC-SEA)

EMPLOYER | DISTRICTS



Currently 71 Apprentices with +13 for Spring Semester.

RELATED TECHNICAL INSTRUCTION PROVIDER | COLLEGE/UNIVERSITY



Alaska Pacific University (APU)
Chadron State College (CSC)
University of Alaska Anchorage (UAA) – Kodiak College
University of Alaska Fairbanks (UAF)
University of Alaska Southeast (UAS)



US DOL APPRENTICESHIP OFFICE |



Employer Key Actors



EMPLOYER | DISTRICTS

- Anchorage School District
- Bering Strait School District
- Bristol Bay Borough School District
- Dillingham City School District
- Fairbanks North Star Borough School District
- Galena City School District
- Hydaburg City School district
- Juneau School District
- Kake City School District
- Ketchikan Gateway School District
- Kodiak Island Borough School District
- Lake and Peninsula School District
- Lower Yukon School District
- North Slope School District
- Pelican School District
- Saint Mary's School District
- Southeast Island School District
- Southwest Region School District
- Yukon-Koyukuk School District
- Yupiit School District

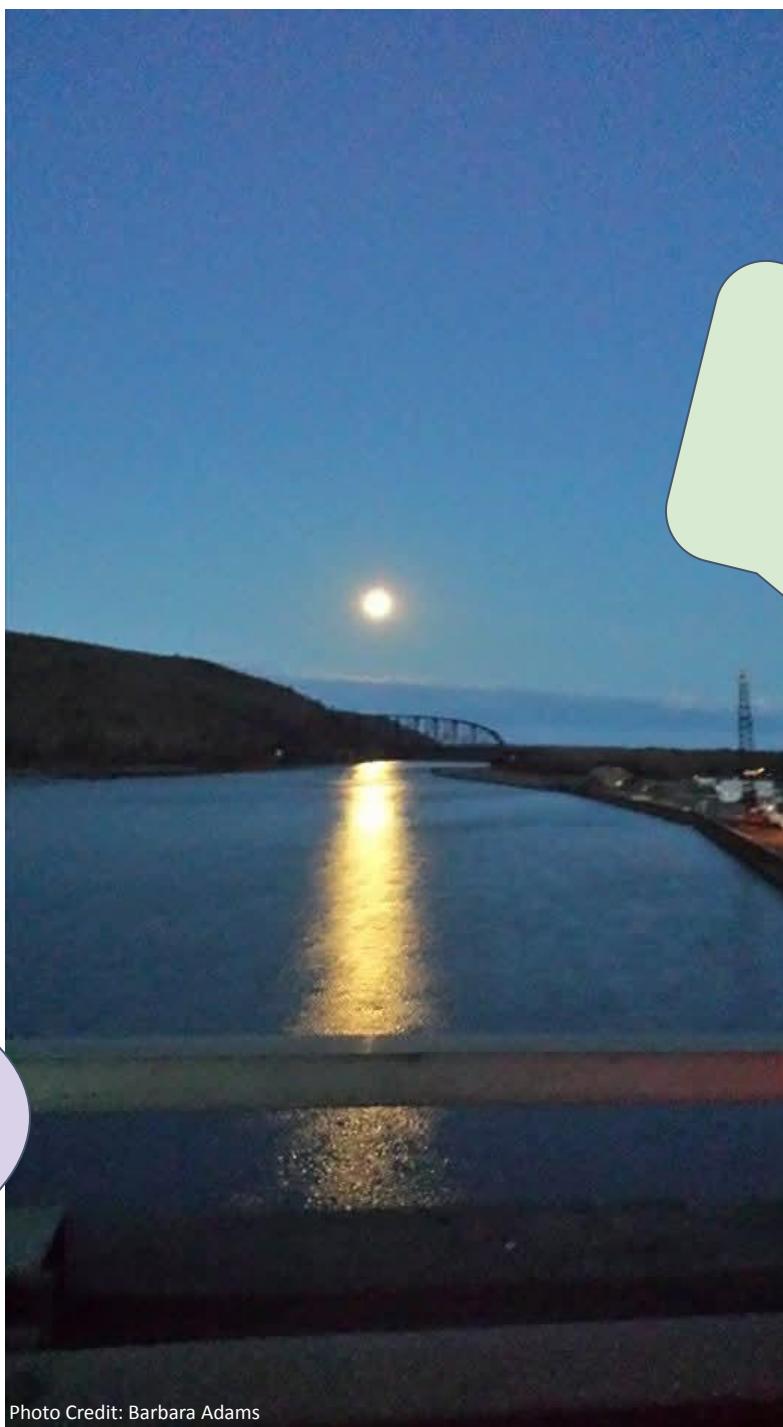


Photo Credit: Barbara Adams