



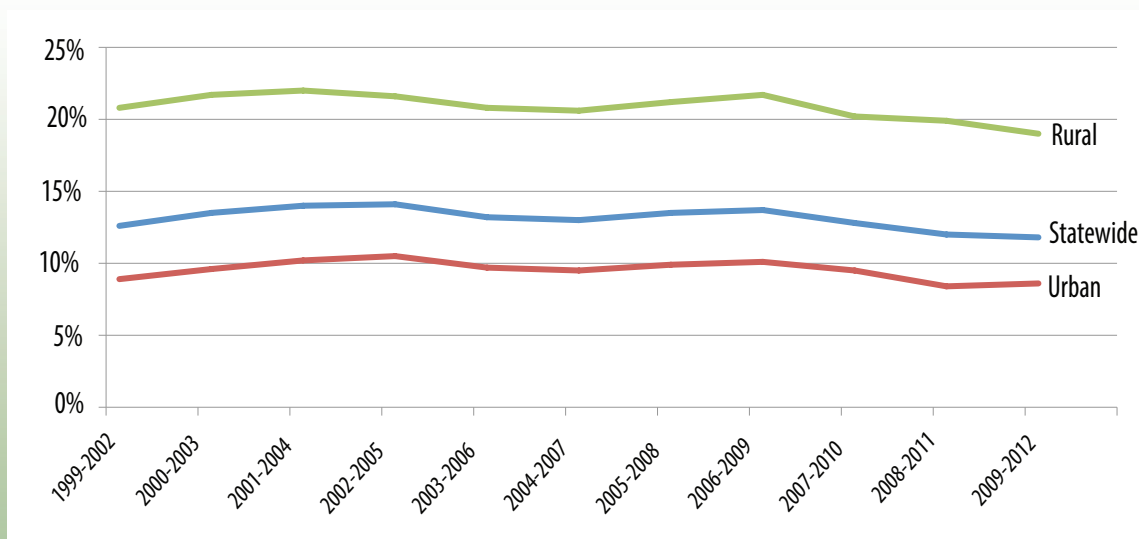
Alaska Teacher Turnover, Supply, and Demand: 2013 Highlights

Alexandra Hill and Diane Hirshberg

The figures in this document show a few findings from the forthcoming report, *2013 Alaska Educator Supply, Demand, and Turnover*. They focus mostly on teacher turnover and mobility in recent years. The data show that:

- Teacher turnover in Alaska has declined slightly in the last few years, but not significantly.
- Annual teacher turnover rates vary hugely among rural districts, ranging from a low of 7% to over 52%, while urban districts have turnover rates that are generally lower and more similar, from about 8% to just over 10%.
- Among teachers with less than 10 years of experience, those who prepared to be teachers in Alaska have much lower turnover rates than those from Outside. Among teachers with more than 10 years of experience, turnover rates for the two groups are about the same.
- Most—around 80%—of teachers who leave both urban and rural districts leave the Alaska school system entirely.
- Teachers prepared in Alaska are far more likely to work in urban than in rural districts.
- On average from 2008-2012, about 64% of teachers hired by districts statewide were from outside Alaska.
- Almost 90% of teachers in Alaska are White. Alaska Natives and American Indians continue to make up only about 5% of the teacher workforce.

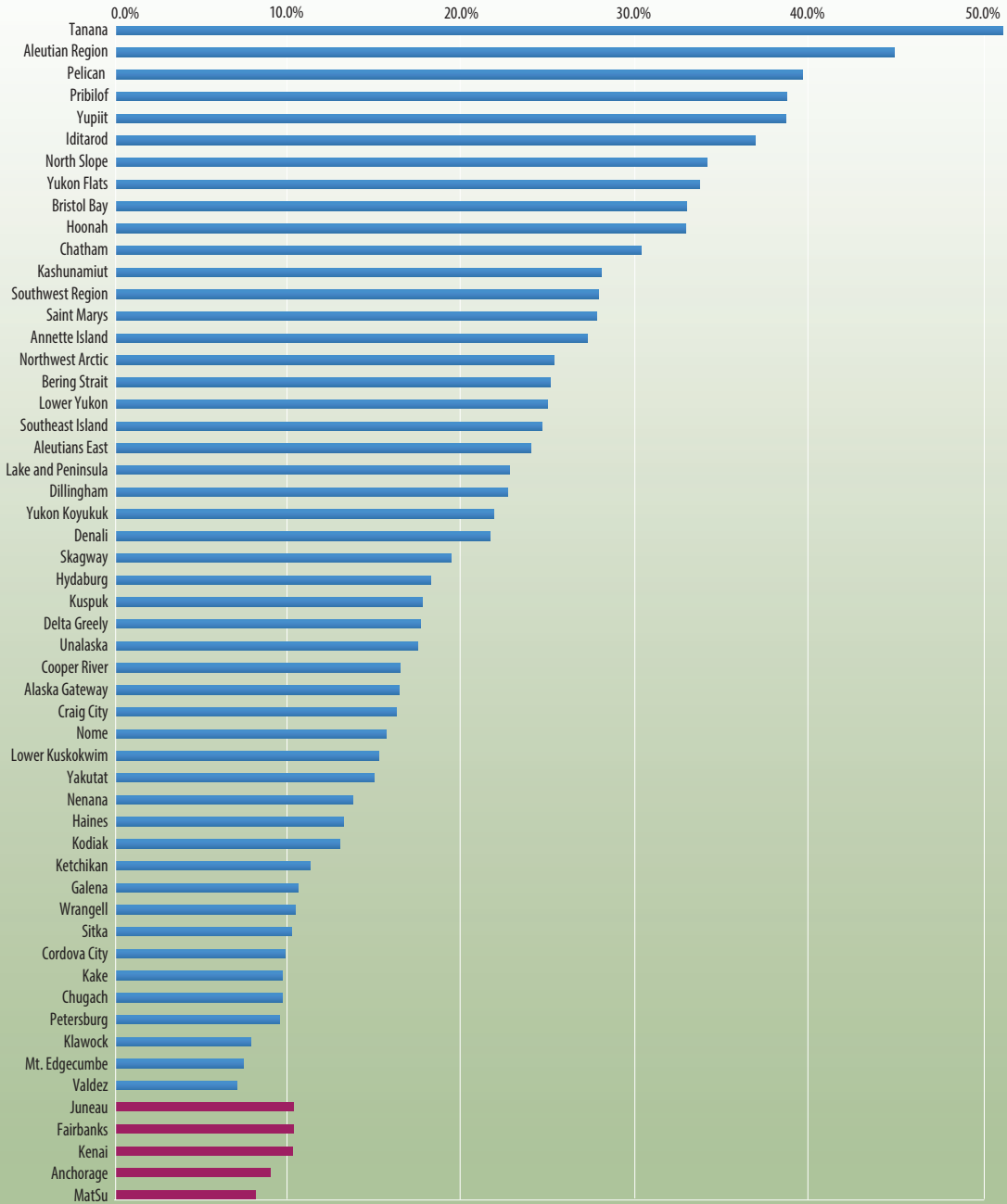
Figure 1. Alaska Teacher Turnover Statewide and in Rural and Urban Districts,* 1999-2012 (3-Year Moving Averages)



*Urban districts are Anchorage, Fairbanks, Juneau, Kenai, and Mat-Su. All others are considered rural.

Figure 1 shows three-year moving averages for teacher turnover statewide and in urban and rural districts from 1999 to 2012. The rate of teacher turnover has fallen slightly in both urban and rural districts in the past couple of years.

Figure 2. Turnover by District, Average 2007-2012

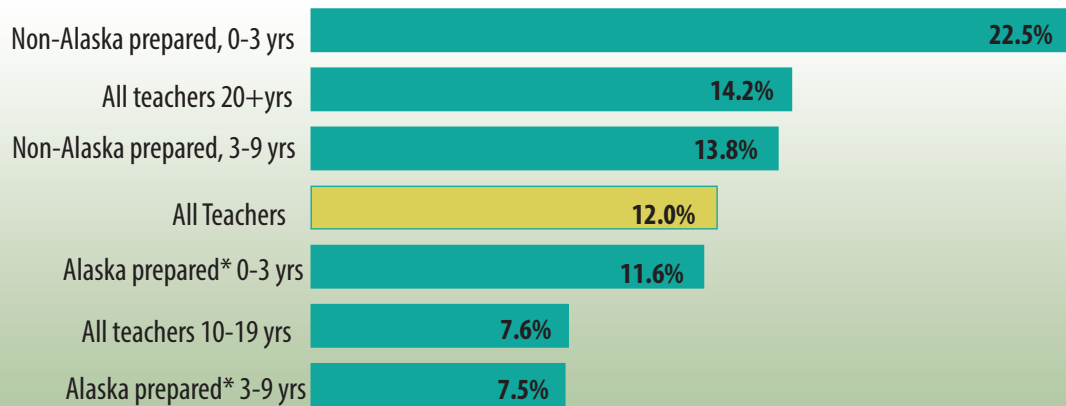


Turnover rates varied considerably across rural districts from 2007 to 2012, from more than 30% in nearly a dozen districts to less than 10% in about half a dozen districts. Turnover in the five urban districts was about 9% during that period.

Figures 3 and 4 highlight the difference in turnover rates between teachers who studied in Alaska and those who studied elsewhere.

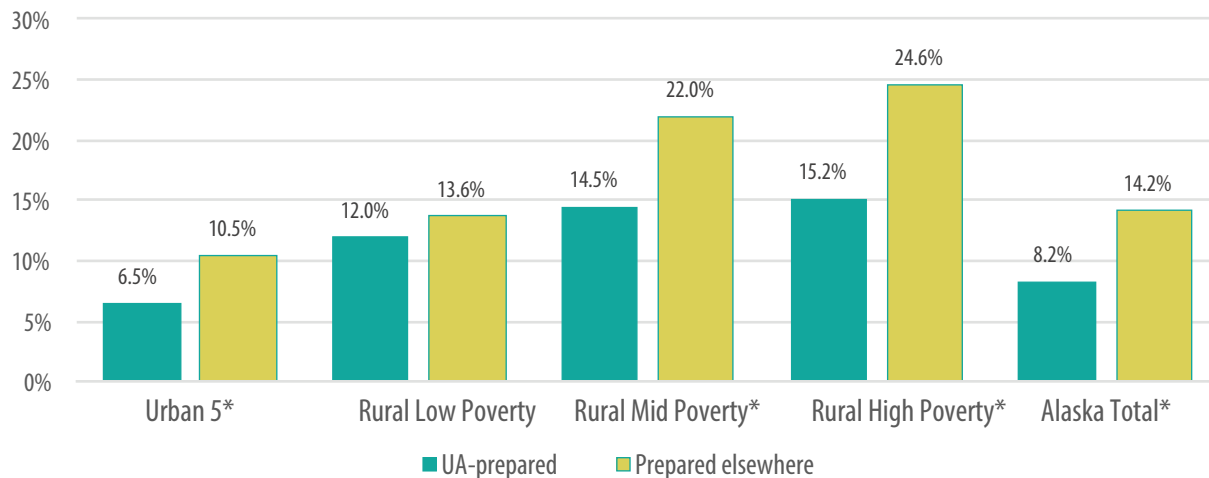
Figure 3 shows statewide turnover rates for teachers by their years of experience. The “Alaska prepared” category includes graduates of both the University of Alaska and Alaska Pacific University. Among teachers with less than 10 years of experience, those who studied in Alaska had lower turnover rates than those who studied elsewhere. For teachers with 10 or more years of experience, we do not show different rates for the two groups of teachers, because their turnover rates did not differ significantly. New teachers and those with over 20 years of experience had the highest turnover rates.

Figure 3. Turnover Among Teachers Prepared in Alaska and Outside, by Years of Experience, Average 2007-2012



*Includes University of Alaska and Alaska Pacific University graduates

Figure 4. Turnover Among Teachers Who Prepared at the University of Alaska or Elsewhere, By District Type, Average 2007-2012



*Indicates the difference in turnover is statistically significant at the 1% level

Lists of districts by poverty group available separately.

Figure 4 shows turnover rates for teachers at all levels of experience, statewide and by type of district, from 2007 to 2012. It compares teachers who studied at the University of Alaska with those who studied elsewhere. Across the state, teachers who studied at the University of Alaska had considerably lower turnover rates than those who studied elsewhere. The one exception was in the “Rural Low Poverty” group of districts, where turnover among both groups of teachers was similar. Most communities in those districts have economies supported by fishing, tourism, or both.

Figure 5. Alaska Teachers Moving Between Urban and Rural Districts and Out of the School System

Average, 2000-01 to 2011-12	Average # of Teachers	Stayed in Same Type of District*		Moved to Different Type of District**		Left Alaska Schools
		Stayed a Teacher	Became an Administrator	Stayed a Teacher	Became an Administrator	
Urban Teachers	5622	5018	89	15	3	497
Rural Teachers	2574	2070	55	50	2	396

*Stayed in either urban or rural district **Moved from either urban to rural district or rural to urban district

Figure 5 shows that most teachers—about 80%— who left either urban or rural districts in the past decade left the Alaska school system entirely. About 15% of those who quit teaching in urban districts became administrators in urban districts, and 10% who quit teaching in rural districts became administrators in rural districts. Roughly 10% of teachers who left rural districts became teachers in urban districts—but only about 2% of those who left urban districts went on to teach in rural districts.

Figure 6. Teacher Hires By Type

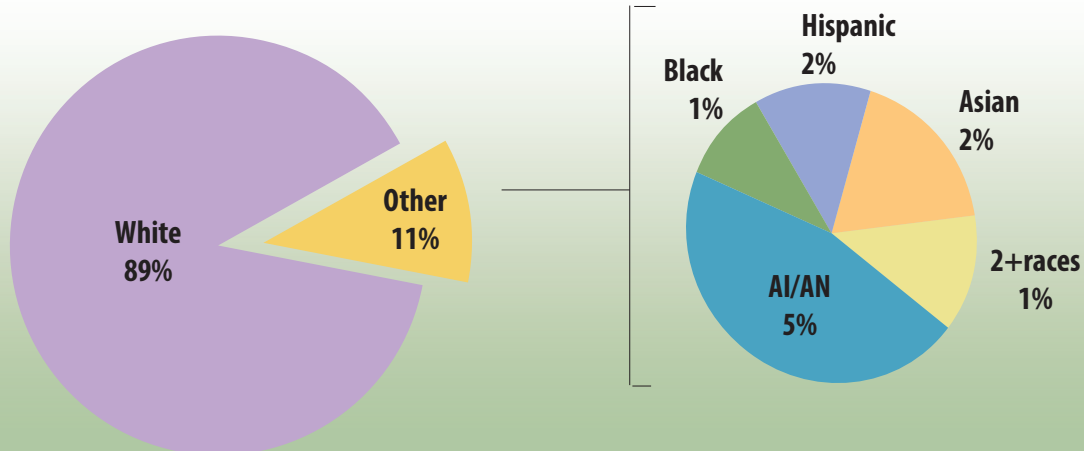
Average, 2008-2012

	Total	Urban	Rural
Total Teacher Hires	985	552	433
Returning Alaska Teachers*	241	150	91
New Alaska-prepared Teachers	118	88	30
Teachers from out of State	626	314	312

*Returning Alaska Teachers are those who had taught in the state previously but not in the previous year.

From 2008 to 2012, districts hired an average of 985 teachers each year, about 626 (64%) of whom were from outside Alaska. Teachers who studied in Alaska were more likely to be hired in urban districts (where many do their student teaching) than in rural districts. New graduates from Alaska accounted on average for about 16% of new hires in urban districts during that period and about 7% of new hires in rural districts. Both urban and rural districts filled almost one quarter of their positions with teachers returning to employment after taking one or more years off.

Figure 7. Teacher Ethnicity 2011-12



Statewide, about half the students in Alaska public schools are White, but almost 90% of Alaska’s teachers are White. Alaska Native and American Indian teachers continue to comprise only 5% of the teacher workforce and other minorities another 5%.