

Improving Teacher Retention and Recruitment in Alaska's Rural and Remote Schools Logic Model

The Lower Kuskokwim School District (LKSD) is partnering with REL Northwest to implement evidence-based strategies to continuously monitor and improve working conditions toward increased teacher retention to ensure all students are consistently served by qualified educators.

INPUTS

Expertise and evidence base for teacher retention and recruitment and healthy working conditions | Contextual knowledge of Alaska's rural and remote schools, cultures, and processes | Committed partnership with executive sponsorship and active district leadership engagement | Builds on existing state initiatives

ACTIVITIES

Review research on working conditions and teacher retention

Review district exit survey data on factors related to future retention

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Develop a theory of action to describe the relationship of working conditions and teacher retention

Develop plans for implementation and monitoring of evidence-based strategies to address working conditions

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Develop tools to assess and monitor working conditions

Examine the outcomes associated with implementation of evidence-based strategies to improve working conditions

OUTPUTS

Summary of research on working conditions to identify key components and measures of working conditions

Action plan for enacting research-based practices to improve working conditions

Process and tools for monitoring working conditions and retention

Findings about how strategies worked to improve working conditions

Short-term OUTCOMES

LKSD staff increase their understanding of evidence-based practices for improving working conditions

LKSD staff increase their capacity to use data to monitor retention efforts

LKSD staff increase their capacity to use data to inform decisions about retention strategies

Medium-term OUTCOMES

LKSD staff implement evidence-based strategies to improve working conditions

LKSD staff monitor identified key indicators of positive working conditions

LKSD staff use data to monitor working conditions and to inform retention strategies

Long-term OUTCOMES

Teachers report improved working conditions on revised LKSD climate survey

Data from the LKSD monitoring tool shows improvement in the key indicators of positive working conditions

The district experiences a teacher turnover rate of 15% or less