Implementing Teacher Retention and Recruitment Strategies in Alaska - Logic Model

CCNETWORK Regional Comprehensive Center » Northwest

Objective. Alaska has invested time and resources to understand and delineate evidence-based strategies to address teacher retention and recruitment in the state. This work includes the development of the Teacher Retention and Recruitment Playbook. **This logic model describes how districts and collaborators can use the suite of TRR implementation tools to support their work.**

This box details the suite of tools developed for logic model work as well as collaborators.				
Collaborators	NWCC	AK Playbook support team		Prior AK research
	DEED	Alaska TRR Playbook and Action Plan		(including REL)
Suite of TRR implementation tools	Logic model	Needs Assessment tool	Action plan guide	Informational briefs
	Promotional video	Playbook website re-design	TRR strategy spotlights	How-To Guide on Tribal Partnership

Inputs

Districts (school boards, district/site leadership, educators, staff) Personnel, time, resources

State administration (GOA, SBOE, DEED) Statewide communication, guidance, funding, training, and resources, including host NWCC suite of tools

Communities (students, parents, families, retirees) Engagement with schools, review of plans, participation in board meetings

Elected officials (legislature, local and tribal leadership) Support and awareness, funding allocation, legislation

Collaborators

Tribal entities (Village councils) Funding, framework, curriculum, village health, regional corporations, tribal compacting

Professional organizations and Unions. Advocacy, professional development, policy, thought partners

Higher Education Institutions. Collaborative groups and thought partners, third-party services, research, professional development

Other (community-based, local, state, national, federally funded orgs) Collaborative groups and thought partners, third-party services, research, support

Activities

At any point, districts meet with collaborators (NWCC, DEED, and/or partner organizations) for discussion, collaboration, and support to move forward with TRR work

Outputs

- TRR District + collaborator strategy meetings
- Feedback loops

Short-Term Outcomes

Districts move past challenging points (needs assessment, continuum, action plan) and to implementation

Mid-Term Outcomes

- Through continued collaborative meetings, districts and collaborators build partnerships and open communication channels
- Districts implement evidence-based, tailored local TRR action plans

Long-Term Outcomes

Systemic, collaborative relationships and communication channels built across the state

- Increased teacher retention
- Increased success in teacher recruitment

Step 1. DEED, Playbook Support Team members, and NWCC support outreach and dissemination for the suite of TRR tools	**1.1** Outreach plan to promote webinars **1.2** Promotional video explaining TRR tools and website	**1.1** Districts learn how to use the suite of implementation tools **1.2** Districts are confident and motivated to use the suite of implementation tools
Step 2. Using the Needs Assessment Tool and other tools in the suite, districts assess their TRR data and knowledge resources and gaps	**2.1** Completed district-specific Needs Assessments **2.2** Identified district-specific TRR access points	**2.1** Districts understand their strengths and gaps around TRR **2.2** Districts understand their appropriate access point to TRR
Step 3. Districts use the re-designed DEED TRR website and other developed tools to identify appropriate and feasible strategies for their district which informs their local action plan.	**3** Completed district-specific TRR action plans	**3** Districts develop a local TRR action plan tailored to their districts' context, informed by their needs, and appropriate for their entry point to the TRR work

ALASKA DEPARTMENT OF EDUCATION & EARLY DEVELOPMENT