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
- 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
- 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