



**Alaska Association of Student Government**

**Resolution #6**

**Teacher Retention at Haines High School**

**Submitted by: Selby Long (Haines High School Student Council)**

**October 10, 2024**

**Be it Resolved by the Alaska Association of Student Governments that:**

1. **Whereas**, Haines High School students have seen a high rate of teacher turnover in recent years;
2. **Whereas**, Haines High School employs one teacher per subject (ex. One teacher for all science classes, one teacher for all math classes, etc.);
3. **Whereas**, the 9-12 core teacher turnover rate in Haines High School has been dramatically increasing;
  1. The 13-year average is 21.15%;
  2. The 8-year average is 25%;
  3. The 4-year average is 43.75%;
4. **Whereas**, in the 2023/24 school year the 9-12 core teacher turnover rate was 75%, the highest rate in the last 13 years;
5. **Whereas**, the 9-12 overall teacher turnover rates have been much lower than the core teacher rates;
  1. The 13-year average is 18.36%;
  2. The 8-year average is 18.47%;
  3. The 4-year average is 27.84%;

6. **Whereas**, notably the class of 2025 has seen six science teachers in their four years, with two school years having two teachers each;
7. **Whereas**, 55.6% of students 9-12 surveyed believe that a high rate of teacher turnover has had a negative effect on their education<sup>1</sup>;
8. **Whereas**, students surveyed said that a midyear turnover of teachers has made it hard to keep up with the changing workload, to adapt to a working schedule, retain knowledge taught in class, and adjust for different teaching styles<sup>1</sup>;
9. **Whereas**, Haines High School is considered a rural school with approximately 78 students in the 2024-25 school year (including six homeschool students);
10. **Whereas**, a 2021 update found that rural schools in Alaska are hit the hardest by teacher turnover rates, with a 31% turnover rate for teachers and 26% for principals<sup>2</sup>;
11. **Whereas**, there is a 10% gap between retention rates for urban and rural-remote teachers<sup>2</sup>;
12. **Whereas**, according to a report from the Institution of Education Sciences, “Alaska’s geographic remoteness and other factors present significant challenges for educator recruitment and retention. This reality is most likely reflected in the higher turnover rates for educators who are trained out of state and may be less familiar with local culture and conditions.”<sup>3</sup>;
13. **Whereas**, when asked if they would support a student being involved in the hiring process for high school teachers, 50% of students answered yes, 27.8% answered maybe, and 22.2% answered no<sup>1</sup>;
14. **Whereas**, Haines High School Student Council would like to implement the addition of a student perspective in the high school teacher hiring process;
15. **Whereas**, we have observed the most consistent reason for teacher resignation to be a difficulty adjusting to life in a rural area;
16. **Whereas**, we believe that students can offer valuable perspectives on how a teacher will fit in at the high school;
17. **Whereas**, there are ways to have student involvement in the hiring process that does not jeopardize the confidentiality of the hiring process such as: providing input on job descriptions, listening in on interviews and providing feedback before deliberation, developing interview questions, etc.;

**Therefore, be it resolved that the Alaska Association of Student Governments** recognizes the toll that a high level of teacher turnover has had on Haines High School students, and supports the addition of student perspective in the hiring process.

**Action Statement:** if passed by the general assembly of AASG, this resolution will be brought to the administrative team and school board of Haines High School for their consideration.

Sources:

1. **Student Survey conducted September 30, 2024**
2. **Manuel Vazquez Cano, Hella Bel Hadj Amor, and Ashley Pierson, *Regional Educational Laboratory Northwest* files.eric.ed.gov/fulltext/ED598351.pdf. Accessed 07 Oct. 2024.**
3. ***Institution of Education Sciences* ies.ed.gov/ncee/edlabs/regions/northwest/pdf/ak-educator-retention-infographic-update.pdf. Accessed 07 Oct. 2024.**

*Passes with noted opposition*

**Passed by the Fall 2024 General Assembly of AASG hosted by  
Delta Junction High School**

*Francis Myers*

---

AASG Vice President, Francis Myers

*Kathleen Navarre*

---

AASG Executive Director, Kathleen Navarre