



**Alaska Association of Student Governments**

**Resolution # 5**

**Implementing an Alaska Native Teaching and Educational Program  
in the State of Alaska**

**Submitted by: Eagle River High School**

**Submitted: April 8, 2019**

**Be it resolved by the Alaska Association of Student Governments That:**

- 1. Whereas,** ANTEP would be modeled after the ANSEP program;
- 2. Whereas,** ANSEP's objective is to effect systemic change in the hiring patterns of Alaska Natives in science and engineering by placing our students on a career path to leadership;
- 3. Whereas,** ANTEP's objective would be to affect systemic change in the hiring patterns of Alaska Natives in teaching and educational positions by placing our students on a career path to leadership;
- 4. Whereas,** according to a recent study from the University of Alaska Anchorage teacher turnover costs Alaska an average of \$20 million a year or nearly \$20,500 each time a district loses a teacher and hires a replacement;
- 5. Whereas,** the costs include money and time spent on job fairs, advertising and training for new hires. They also include time spent on exit interviews for departing teachers and, in some cases, preparing teacher housing in some rural communities;
- 6. Whereas,** teacher turnover rates in rural Alaska averaged 20% between 2004 and 2014,
- 7. Whereas,** about a dozen districts experienced turnover rates higher than 30%;
- 8. Whereas,** annually Alaskan school districts hire about 1,000 teachers, while Alaska's teacher preparation programs currently only produce around 200 teachers;
- 9. Whereas,** annual teacher turnover rates vary hugely among rural districts, ranging from a low of 7% to over 52%;
- 10. Whereas,** urban districts have turnover rates that are generally lower and more similar, from about 8% to just over 10%;
- 11. Whereas,** almost 90% of teachers in Alaska are White;
- 12. Whereas,** Alaska Natives make up 25 percent of the student body, but less than 5 percent of the teaching force;
- 13. Whereas,** 64% of new teacher hires in a year are from the Lower 48, and therefore more likely to work in rural Alaska than on the road system;

**14. Whereas,** contributing factors identified by Hill and Hirshberg (2013) as to why teacher turnover rates are so high in rural communities include:

- a. Teachers recruited from the Lower 48 are far from their homes and families.
- b. The remoteness of many rural communities is difficult for some.
- c. There are limited choices for housing and medical care in villages. Urban amenities (such as supermarkets, restaurants, etc.) are generally not available.
- d. Teachers are not always prepared for the differences between their culture and that of the communities in which they teach;

**Therefore be it resolved that the Alaska Association of Student Governments** supports that the State of Alaska implement an Alaska Native Teaching and Educational Program (ANTEP).

**Action Statement:** This resolution if passed by AASG will proceed to the State Board of Education.

Sources:

<https://www.adn.com/alaska-news/education/2017/04/27/teacher-turnover-costs-alaska-about-20-million-per-year-university-study-says/>

[https://www.alaskateacher.org/supply\\_and\\_demand.php](https://www.alaskateacher.org/supply_and_demand.php)

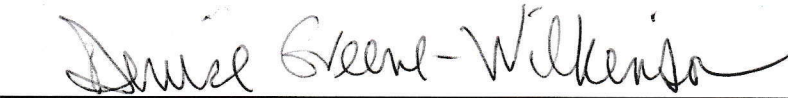
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**Passed unanimously by the 2019 Spring Conference GA at Bethel Regional High School**

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**AASG Vice President, Kyle Hasse**

A handwritten signature in black ink, appearing to read "Denise Greene-Wilkinson", written over a horizontal line.

**AASG Executive Director, Denise Greene-Wilkinson**