

# Teacher & Principal Turnover in Alaska

Noah Burke | Dayna Jean DeFeo

Presentation to the State Board of Education & Early Development

December 3, 2025



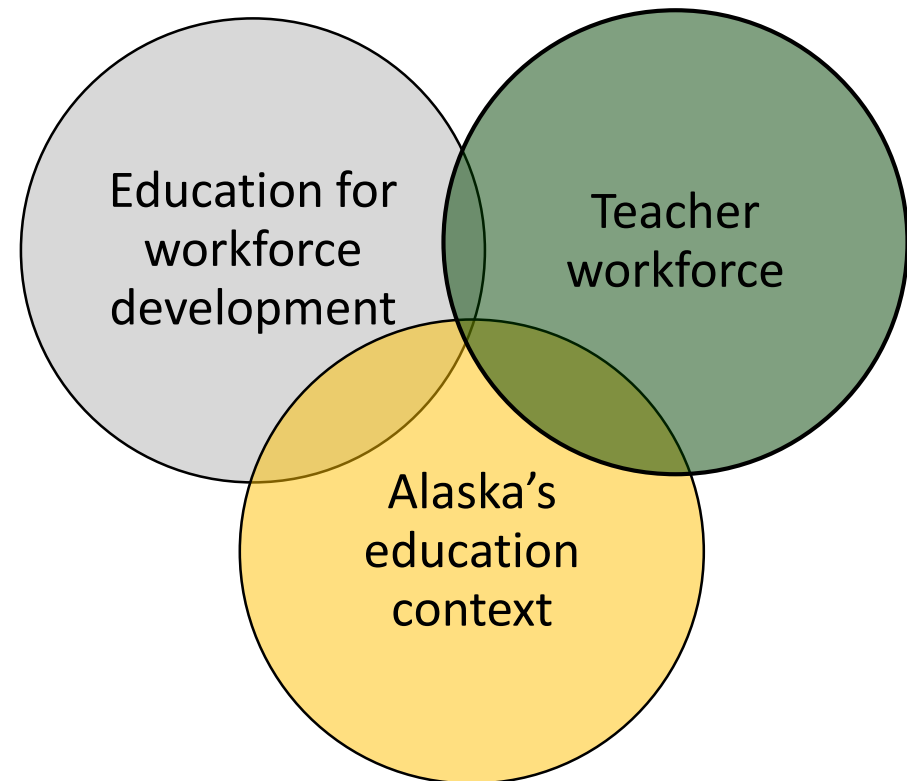
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- Nonpartisan
- Policy-focused
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# Presentation overview

## Project overview

- Our objective: Update statewide teacher & principal turnover numbers
- What we did: Analysis using 2 administrative datasets from the Alaska Department of Education & Early Development

## What we'll do today

- Look at updated teacher retention data through two different lenses and over time
  - Teachers & principals
  - School- & district level turnover
  - Turnover by community type
- Questions & next steps

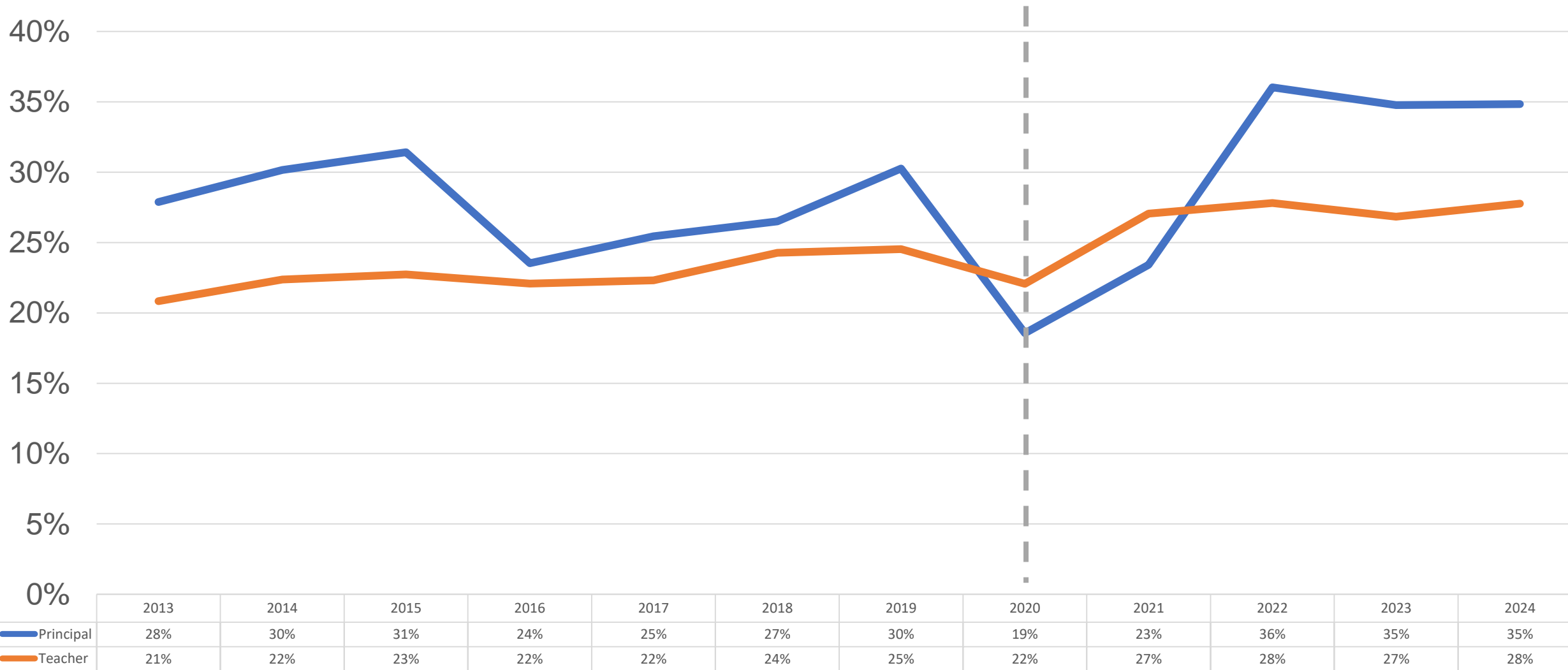


# Lens 1: Turnover by *position*

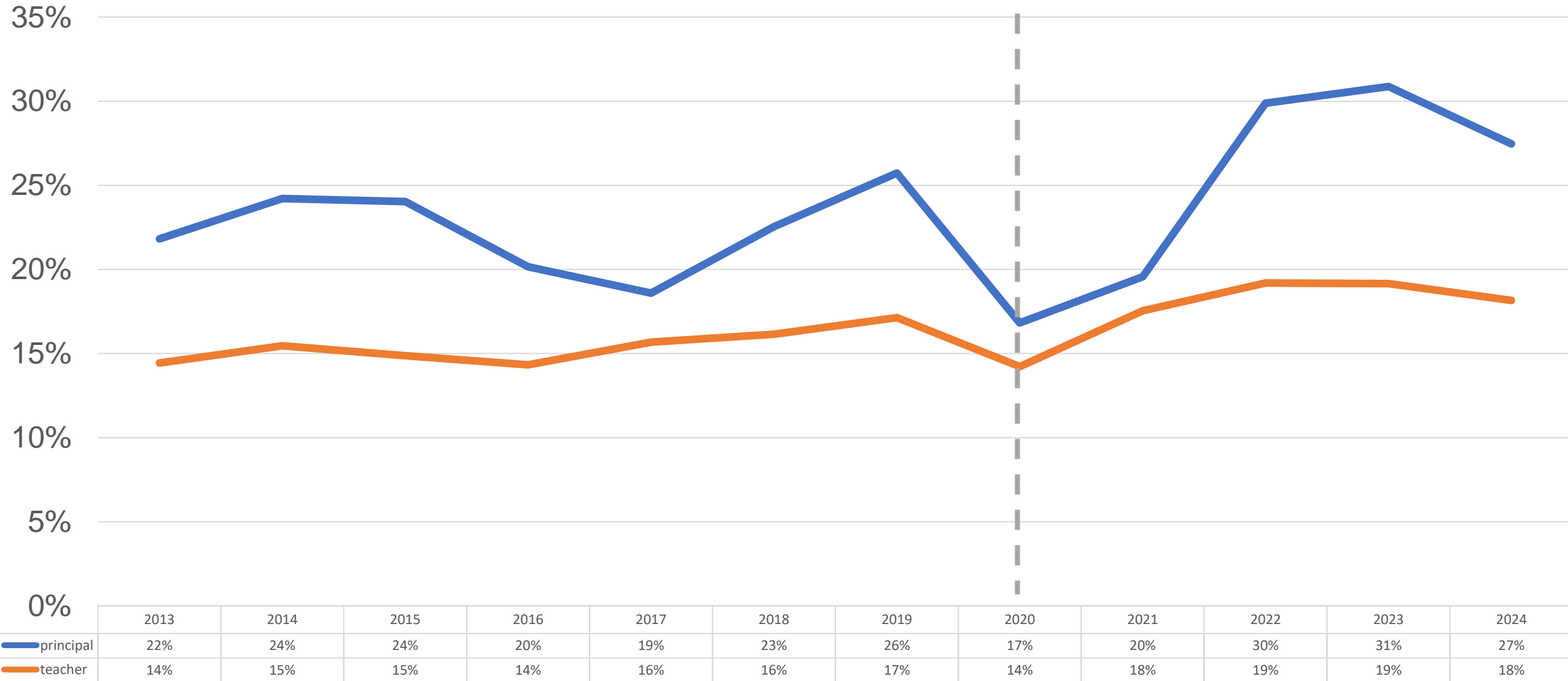
How many teaching (or principal) positions are vacated every year?



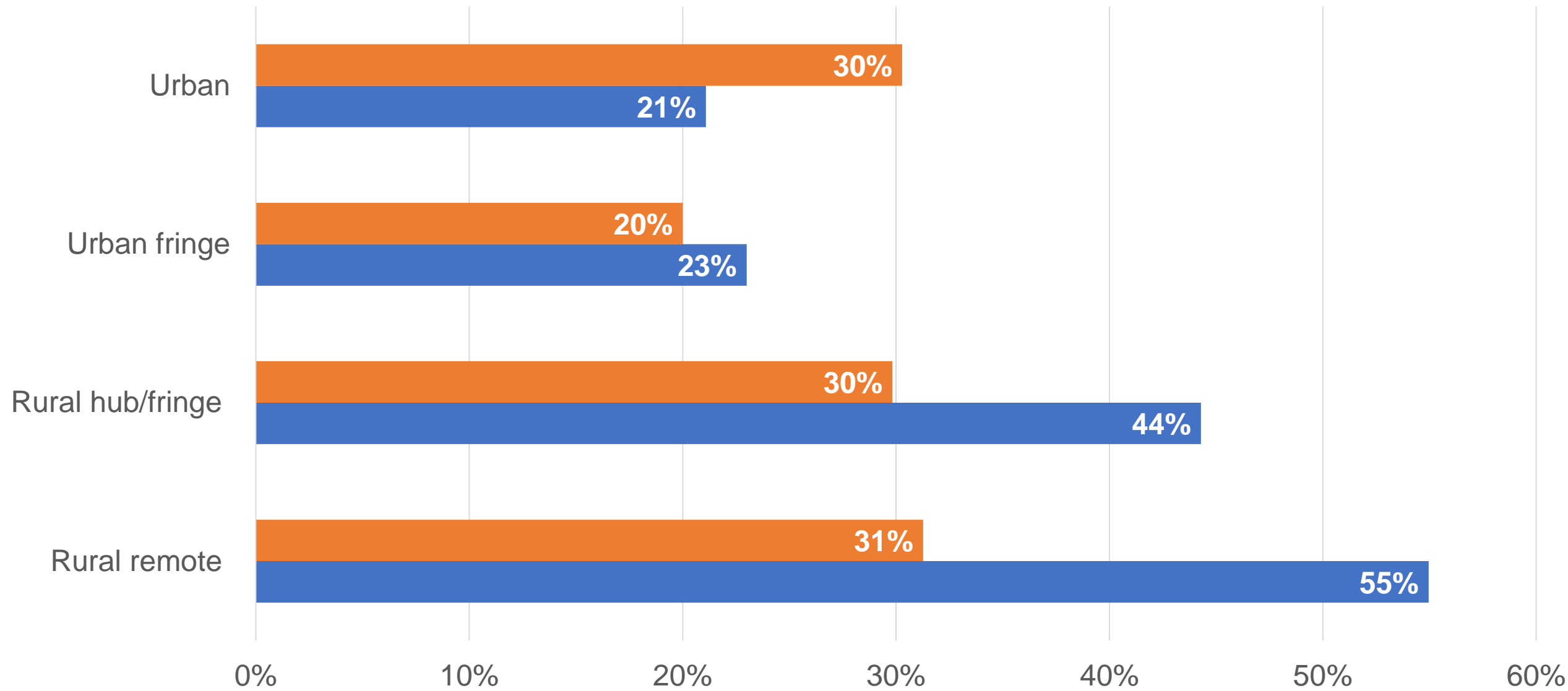
The percentage of principals and teachers leaving their schools has risen since the pandemic.



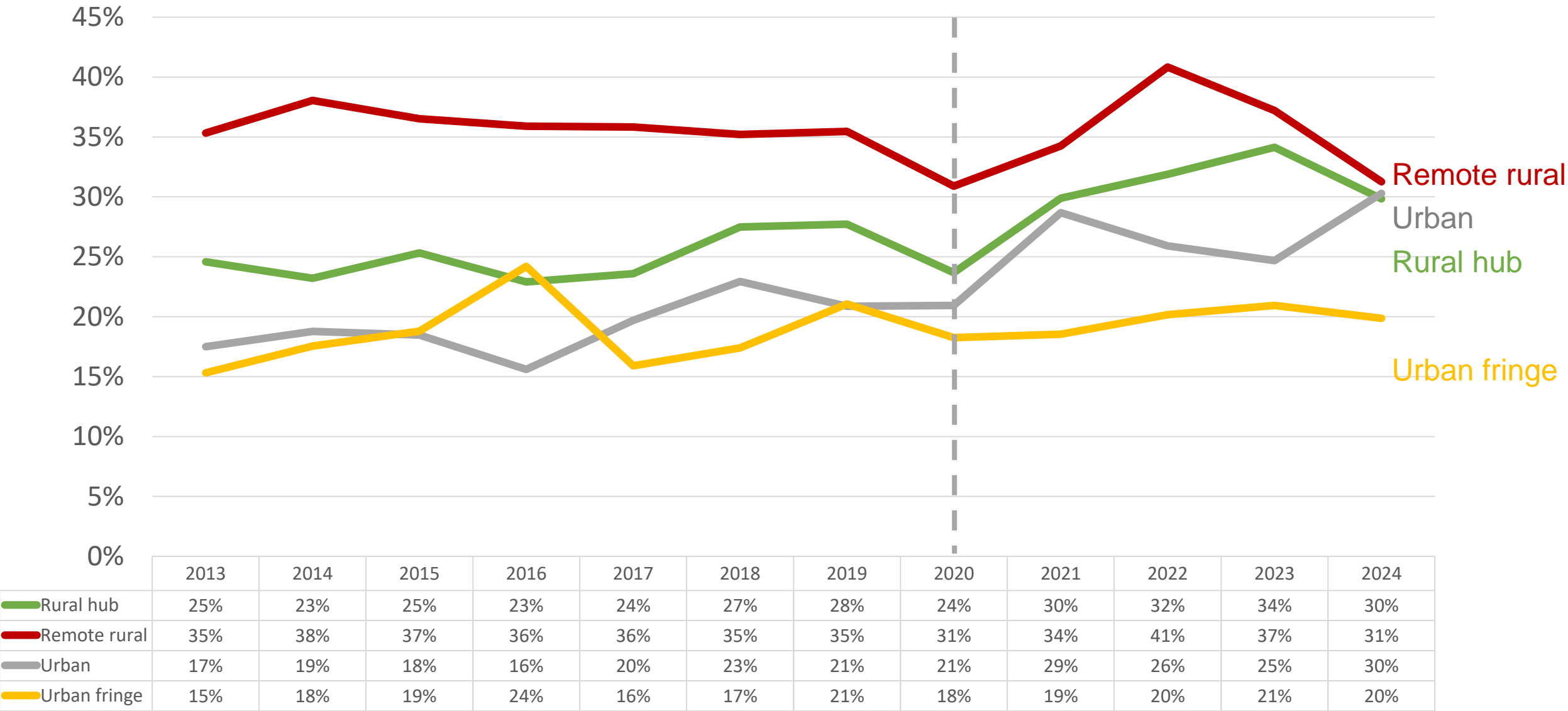
# The percentage of principals and teachers leaving their districts has also risen.



2024 school leavers were higher for rural **principals** than **teachers**, but not in urban schools.

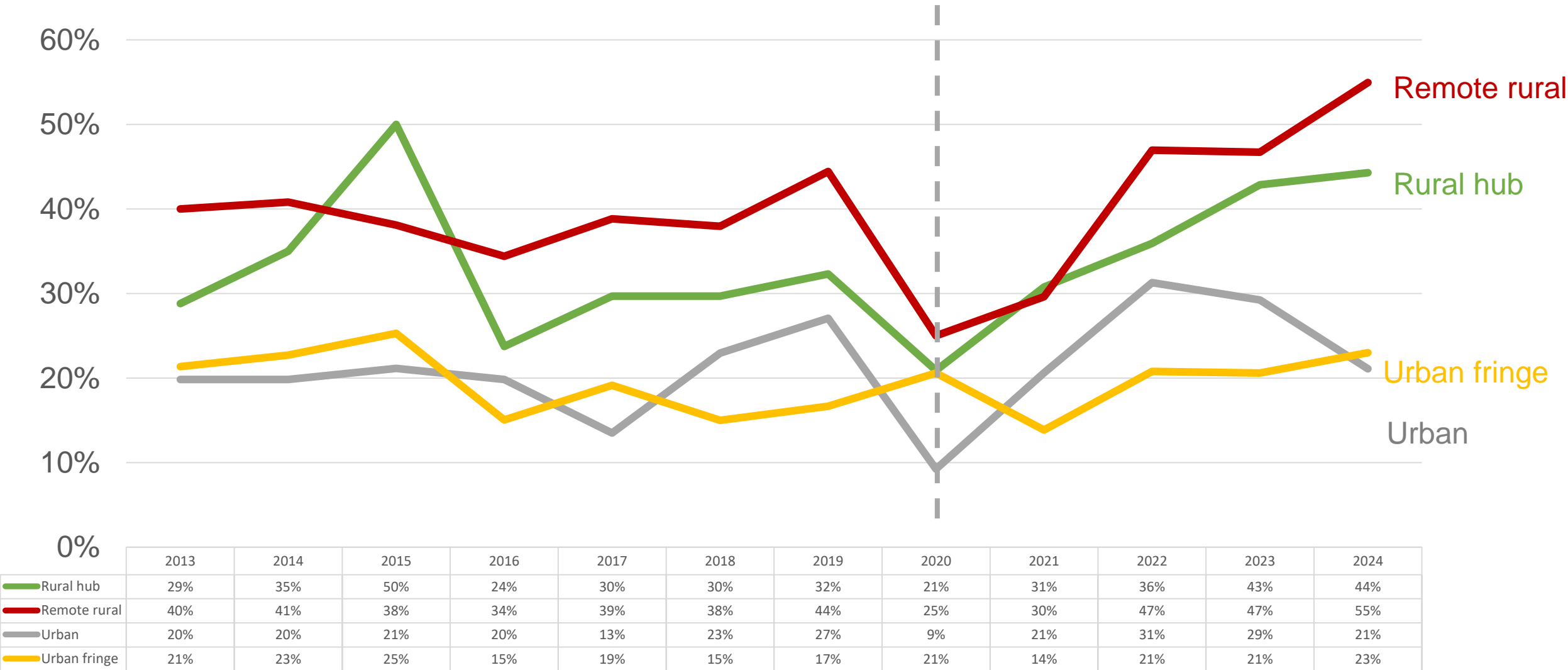


# School-level teacher turnover has increased since the pandemic, especially in rural communities.





# School-level principal turnover has increased since the pandemic, especially in rural communities.



# Lens 2:

## Turnover by *educator*

How many educators leave their main job every year?

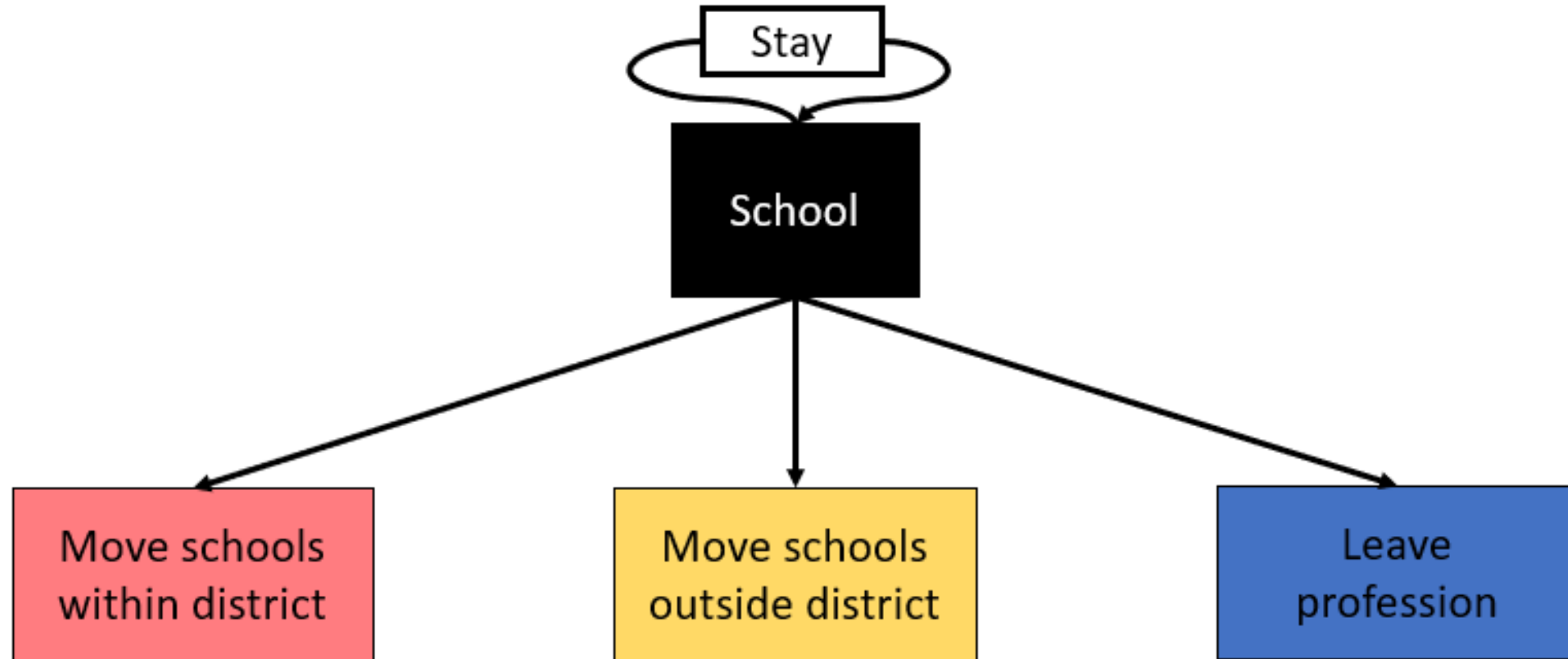


# Why look at turnover by teacher?

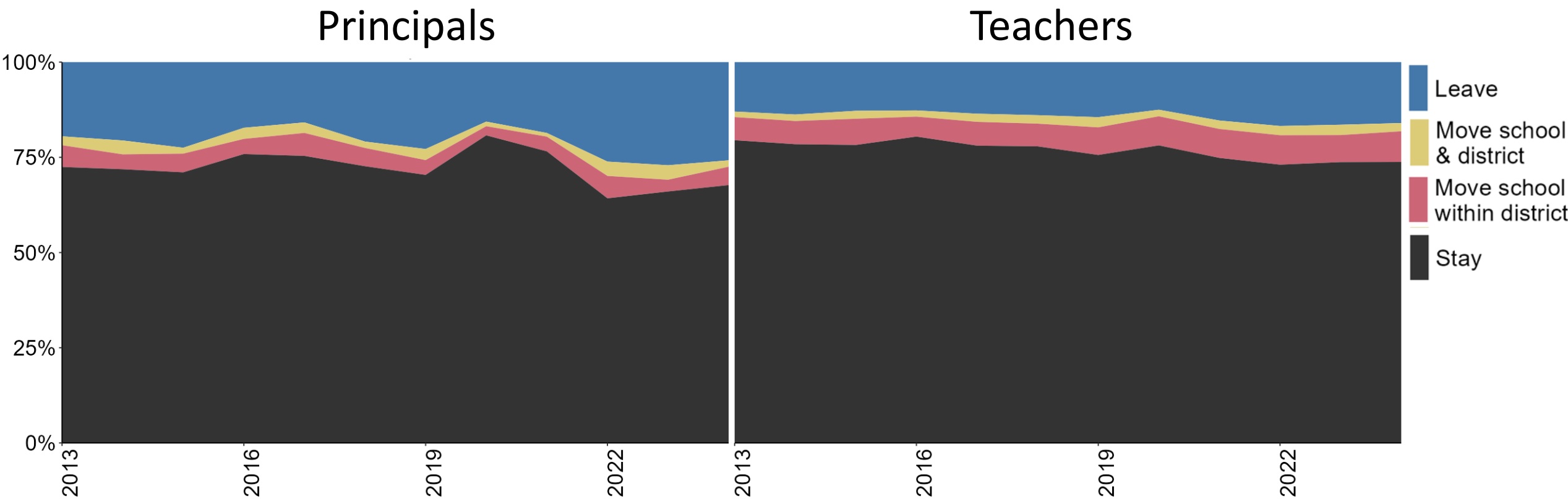
- About 15% of school-level teaching positions are less than .75 FTE
  - Educators are more likely to leave positions where they spend less time, which can slightly inflate turnover numbers
- Alternatively, we assign each educator to their highest FTE school
  - This allows us to explore the range of choices staff can make at the end of each school year



# Alternative approach



Most educators are retained at their primary schools, but some move to other schools within Alaska.



# Wrapping up



# Summary of today's presentation

- Regardless of the method used,
  - Educator turnover patterns are consistent since the last time data were reported statewide
    - Higher turnover for principals than teachers
    - Higher turnover in rural communities
  - Turnover has increased since the pandemic
- There are different ways to look at educator turnover
  - These data are not in conflict, but allow us to consider the context and nuance of these patterns



# Next steps & questions

- Full report (with more data) to be released in spring 2026
- Statewide educator survey to launch in spring 2026
  - Asks the questions of why
  - Will allow us to explore conditions affecting turnover, and how teachers think about them

**Dayna**

[djdefeo@alaska.edu](mailto:djdefeo@alaska.edu)

**Noah**

[njburke@alaska.edu](mailto:njburke@alaska.edu)



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