

ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE, ALASKA

ASD MEMORANDUM #356 (2001-2002)

June 24, 2002

TO: SCHOOL BOARD

FROM: OFFICE OF THE SUPERINTENDENT

SUBJECT: APPLICATION AND ACCEPTANCE OF RECRUITMENT AND  
RETENTION GRANT

RECOMMENDATION:

It is the administration's recommendation that the School Board approve and authorize the Superintendent to apply for and accept a grant award from the Alaska Department of Education and Early Development in the amount of \$416,000.

PERTINENT FACTS:

The Department of Education and Early Development notified the Anchorage School District of the receipt of funds to support Alaskan School Districts recruitment and retention efforts related to the shortage of certificated teachers throughout Alaska. The timeline for the grant process was condensed because of the late grant award notice ASD received from DEED. The exact dollar amount will be determined by a formula based on the number of teachers hired. In September, DEED will request from the ASD the number of qualifying teachers and determine the final amount of the award. The request to approve \$416,000 is based on the estimated number of qualifying hires as of September 15, 2002. The number can be adjusted if additional qualifying candidates are identified in the late hiring process.

The funds are allocated into categories relating to retention of teachers new to Alaska or new to teaching. The funding provides for new teacher orientation, mentoring and reimbursement of certification costs and required course work for Alaska certification. Other activities include professional development of new teachers through courses in areas such as classroom management and differentiating curriculum, registration fees for local conferences and curriculum training. The retention grant also focuses on mentoring activities to supplement and expand the current mentoring program for teachers. Another focus of the retention portion is the opportunity for additional training in standards based

curriculum and assessment. The training would be conducted on Saturdays or after school hours and build on the curriculum training offered during the new teacher fair held before school started.

Budget Summary

New Teacher Inservices	
Addenda and benefits	\$101,250
Mentoring Addenda and benefits	\$ 95,000
Two days release time (peer observation)	\$ 25,000
Retention Incentives	\$168,750
Training	
Stipends, Materials and Travel	<u>\$ 26,000</u>
Total	\$416,000

CC/LW/TJ

Attachments

Prepared by: Teresa Johnson, Director Staffing/ Recruitment/Training

Approved by: Lee Wilson, Executive Director, Employee Relations