

Commissioner Johnson



AK ED

challenge  
RE think systems



F.O.C.U.S.

hunter / gather  
again  
industrial  
knowledge



COUR-AGE

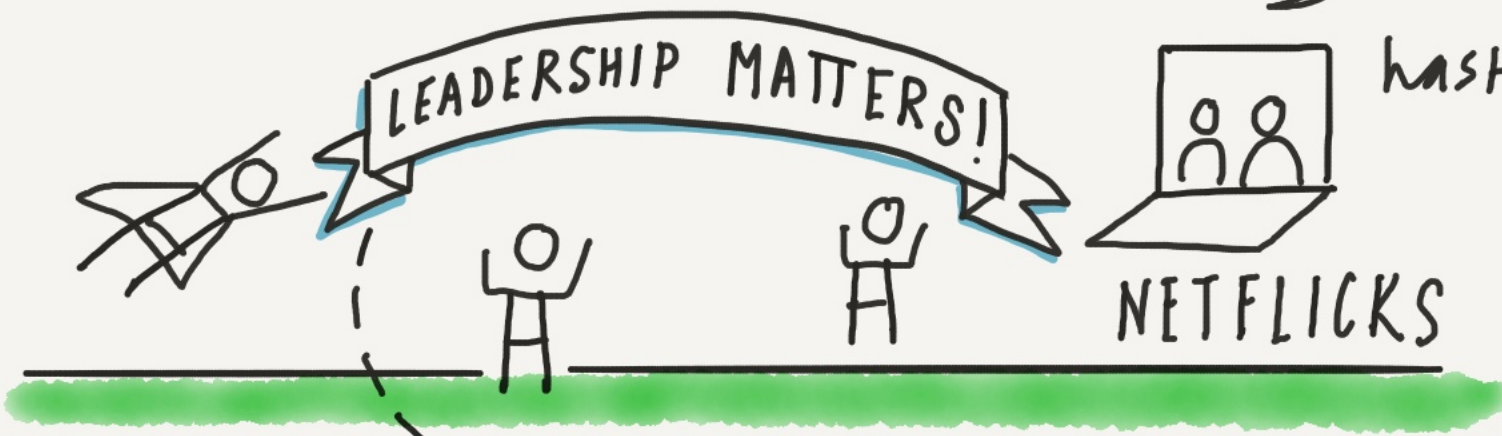
heart in our  
walk

encourage  
discourage

What are  
you  
becoming?

COMMUNICATION

“You're going to be  
what today you're becoming”



live  
→ on purpose

MODERATION  
&  
BALANCE

Amazon?

Hastings

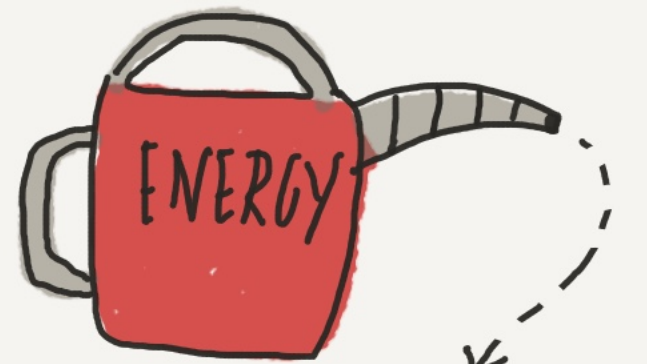


Resource  
of  
Time

prune  
unnecessary  
neural  
connections

PURPOSE

solidify  
connections  
&  
memories



- maintenance
- status quo
- distractions
- fragmentation

how do we  
combat this?

[model] <sup>what</sup> / <sub>how</sub>

heart

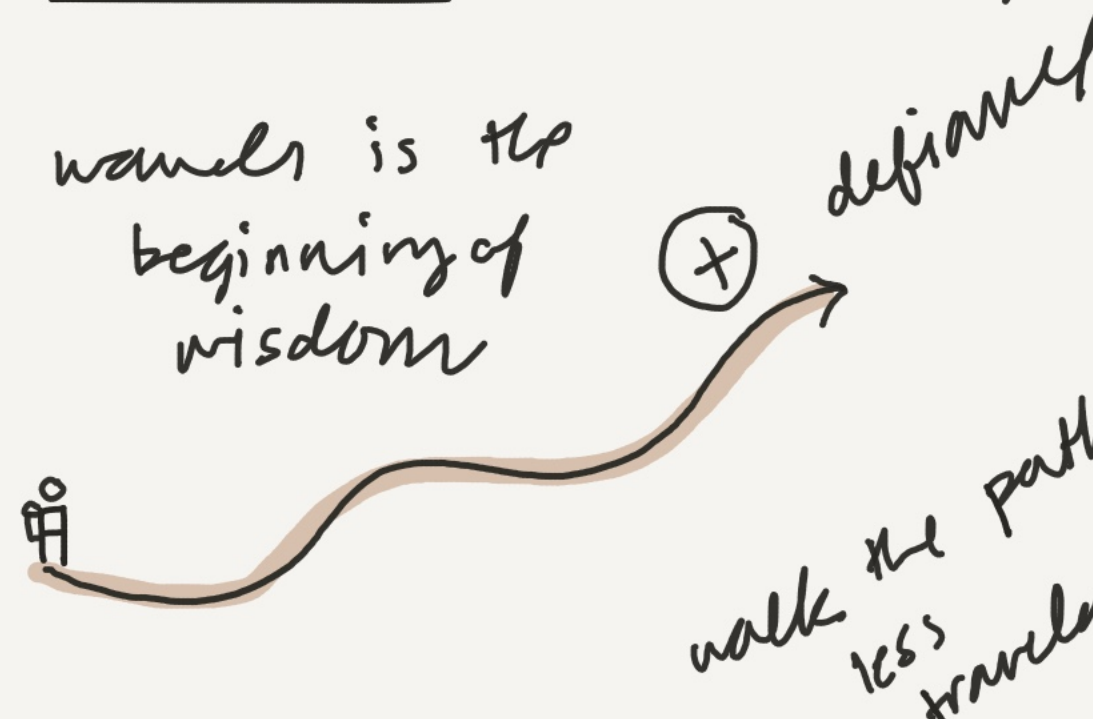
walk wisely

make the most  
of time

PASSIVITY

liberating technical &  
STRUCTURE maintenance

wander is the  
beginning of  
wisdom

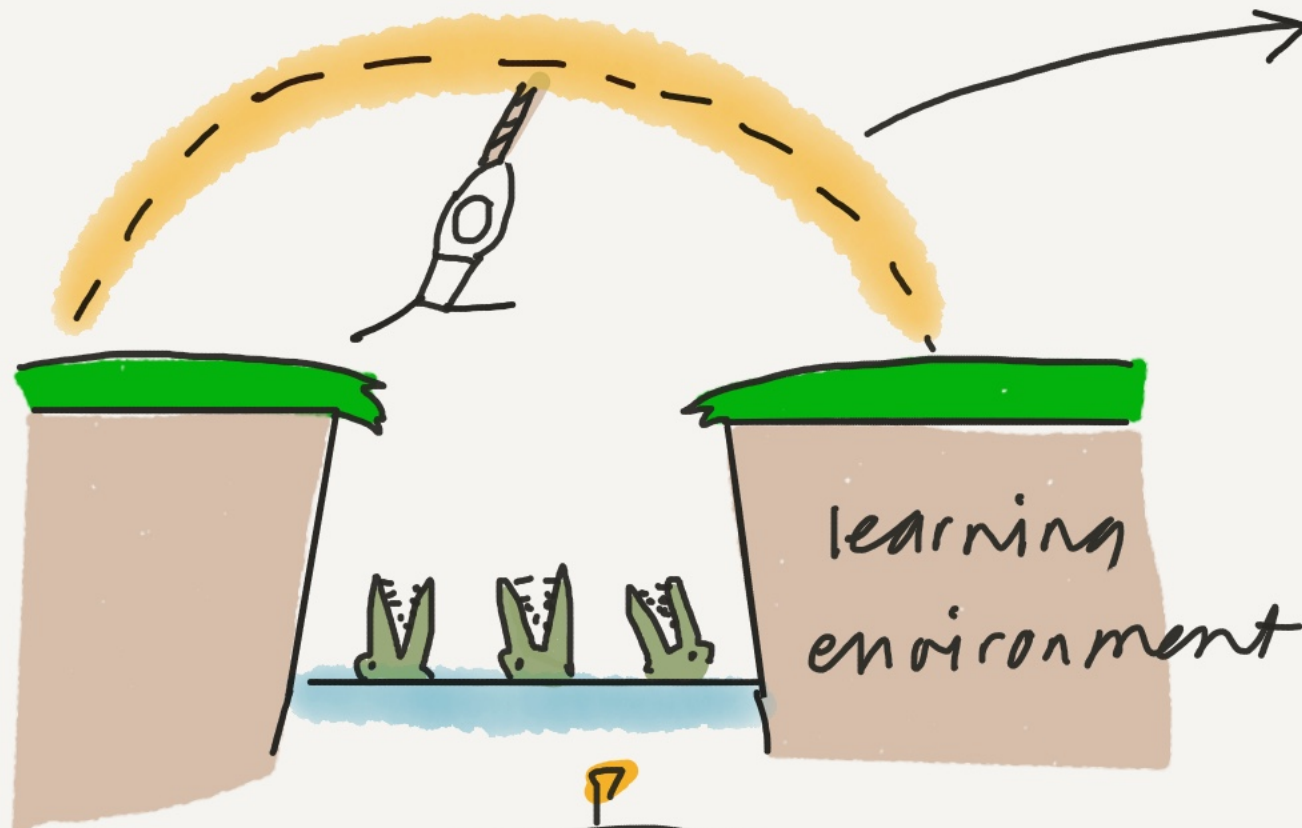
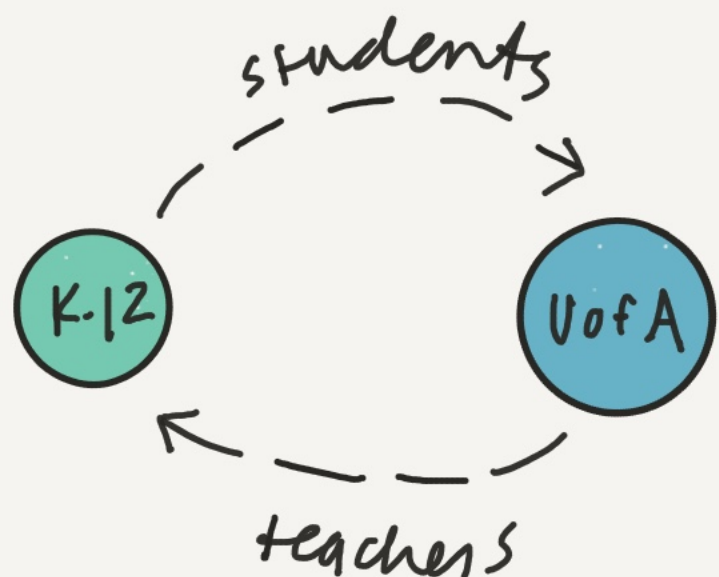






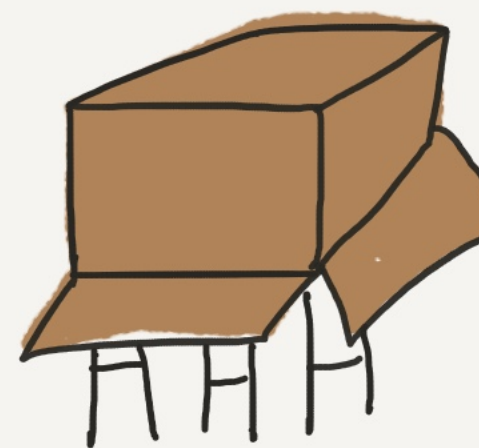
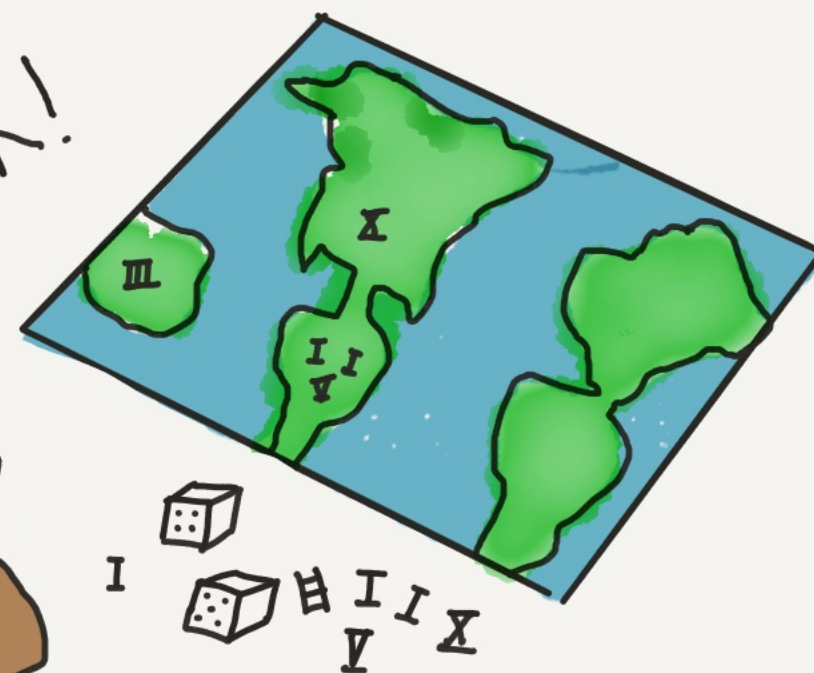
Dr. Steve Atwater

# Leadership and our Teacher Shortage



willingness to take risk

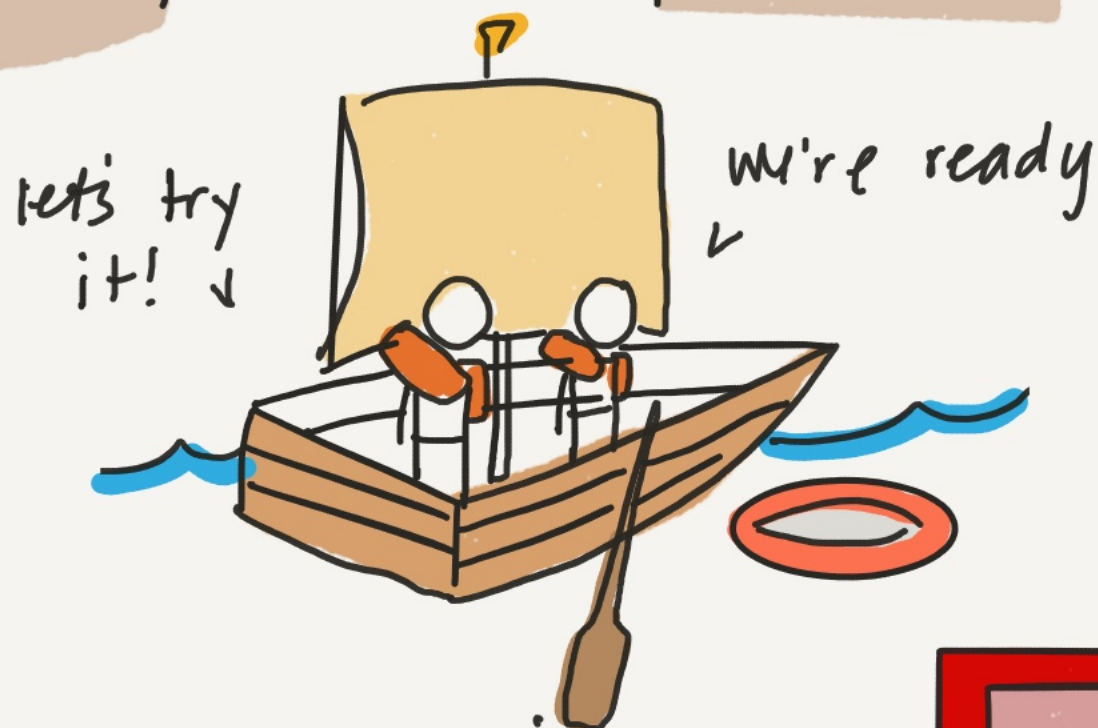
RISK!



OUT OF THE BOX



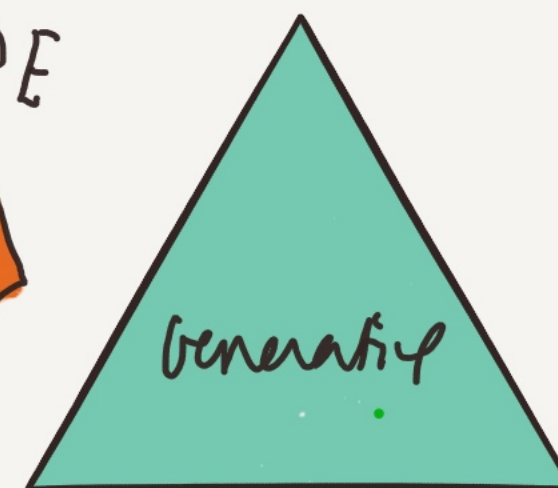
Adaptive Learning



Generative Learning - senge

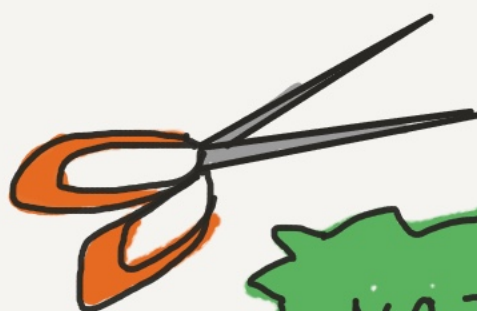


RESHAPE



risk-taking

learning community



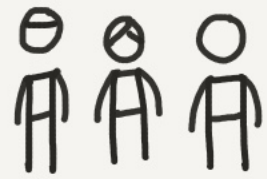
NOT JUST TRIMMING EDGES



Educator Rising



★ Education North West — Educator Retention

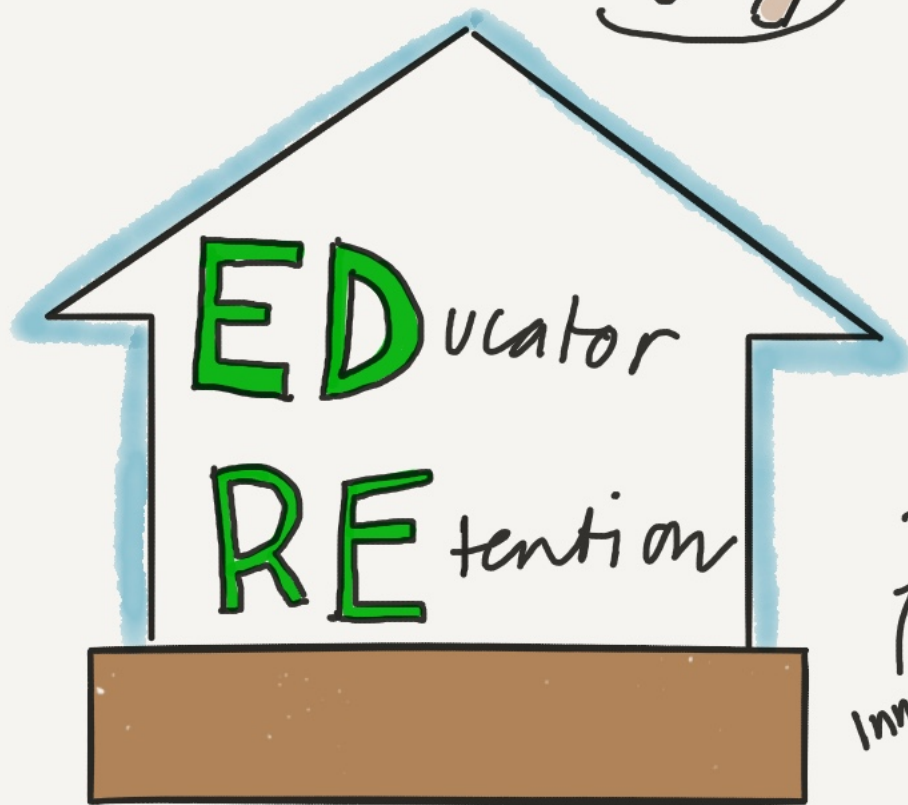
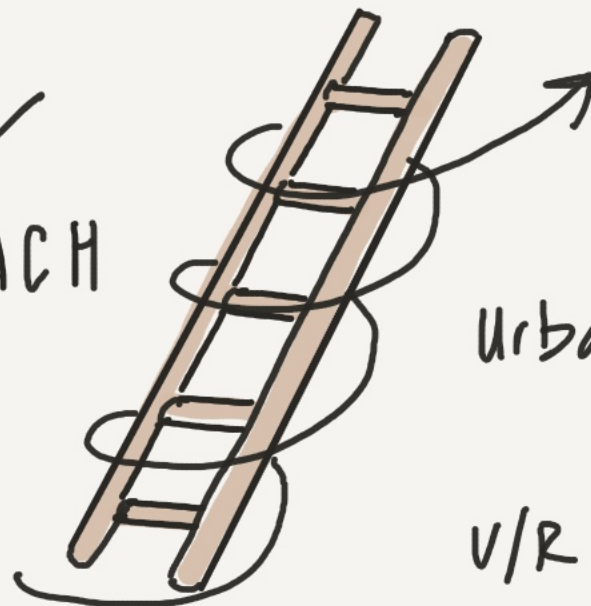
Teachers  
17% 

14 nationally

Principals  
15-30% 

★ Grow your own TEACH

Yugtun 



Urban	21	14
v/R fringe	12	16
R/fringe	21	21
Rural	managed	turnover

P 

T 

Transformational Idea  
Innovation  
Community Connections → perceptions  
→ role of teachers

FEAR 

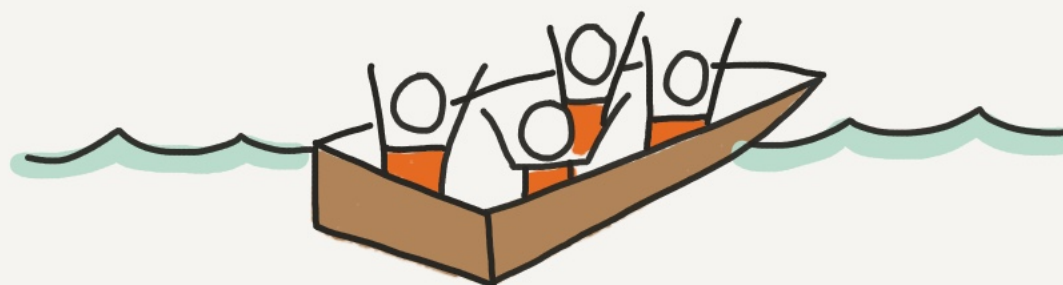
★ UAA Education Policy Research

\$20,431 

teacher turnover



★ Educators Rising



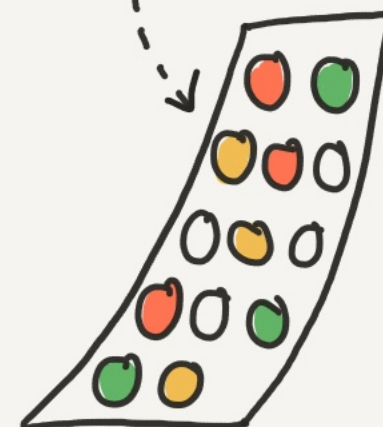
Float all communities

Hard conversations/truths

DIGITAL PROMISE

teacher merit badges

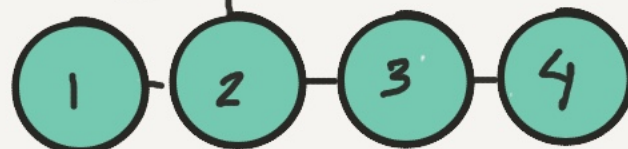
Mico credentials



Ed Rising

AK CLASSES

School Districts

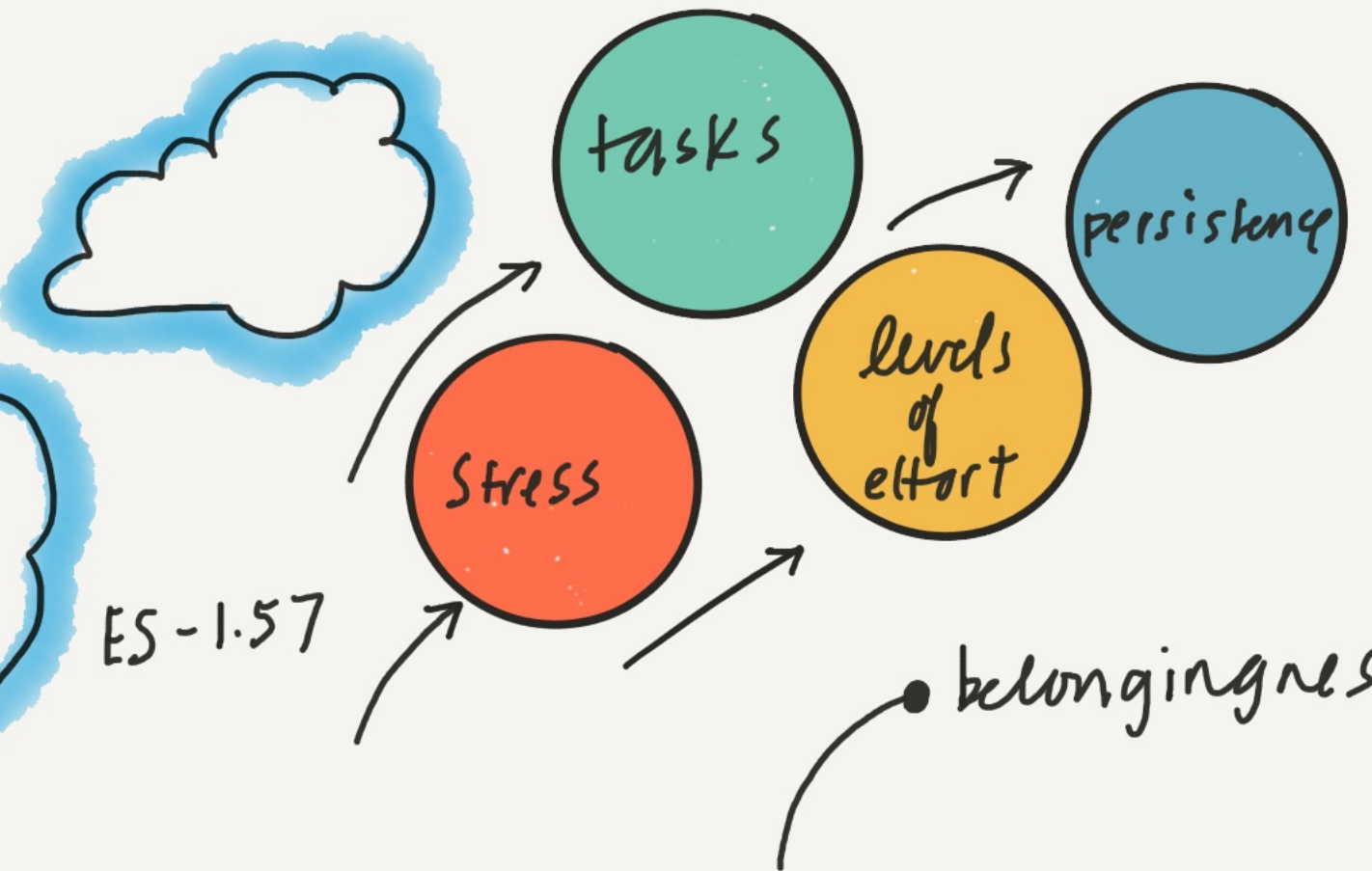




lexie & Bobbi JO

Time 1 felt confident  
knowledge, skills &  
resources to be  
successful

ES-1.57



Vivian Robertson



parent involvement

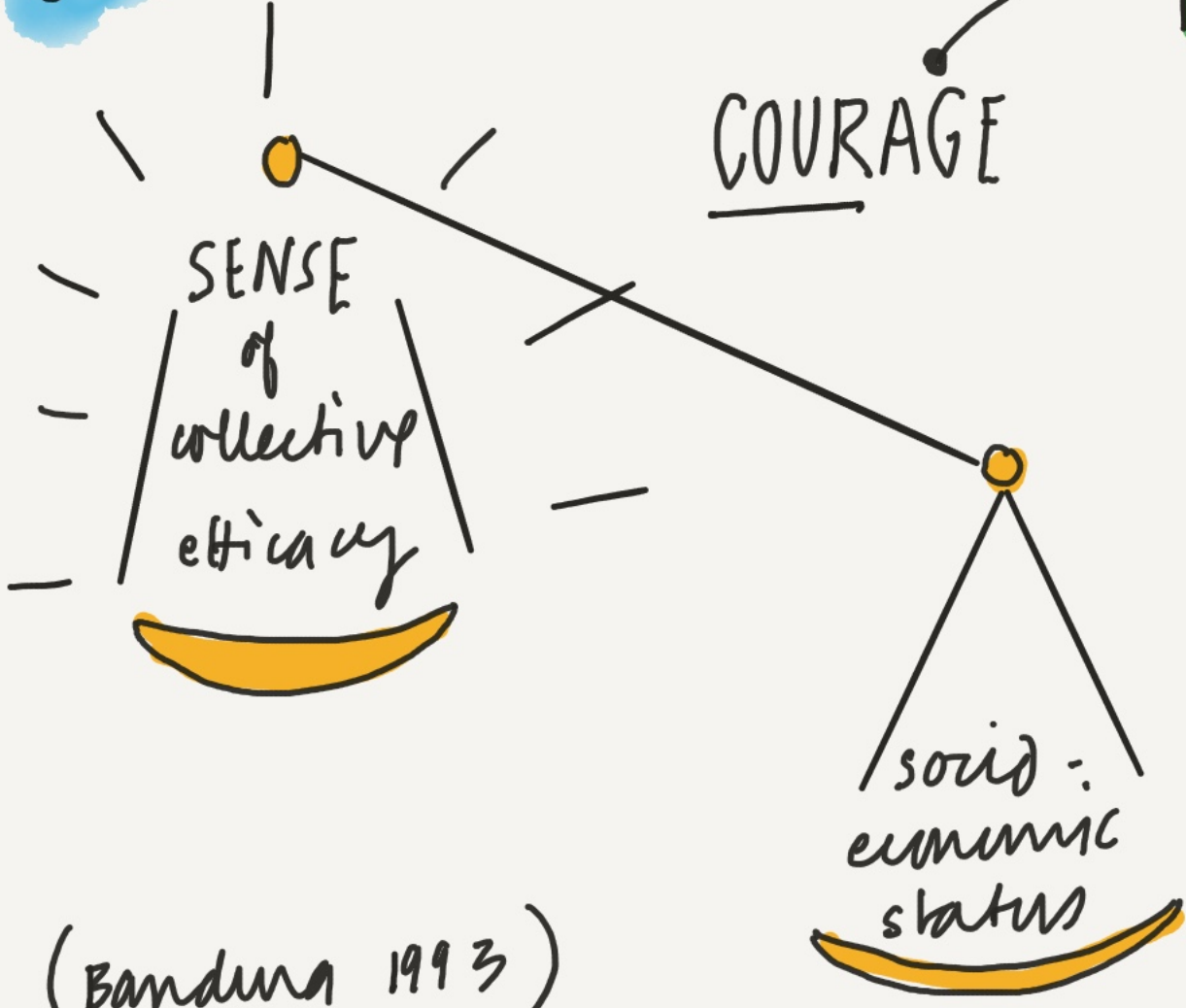
I have the tools,  
knowledge, skills to  
be successful to  
support student

C · O · L · L · E · C · T · I · V · E

# EFFICACY

mindset

COURAGE



(Bandura 1993)

1. greater effort & persistence
2. conveying high expectations
3. willingness to try new things
4. increased commitment
5. parental involvement

**FEAR** fraud complex

- I don't know
- I can't do this alone
- I need help

Donahoo Collective Efficacy



Four sources of efficacy (1.57)

RTI = 1.07

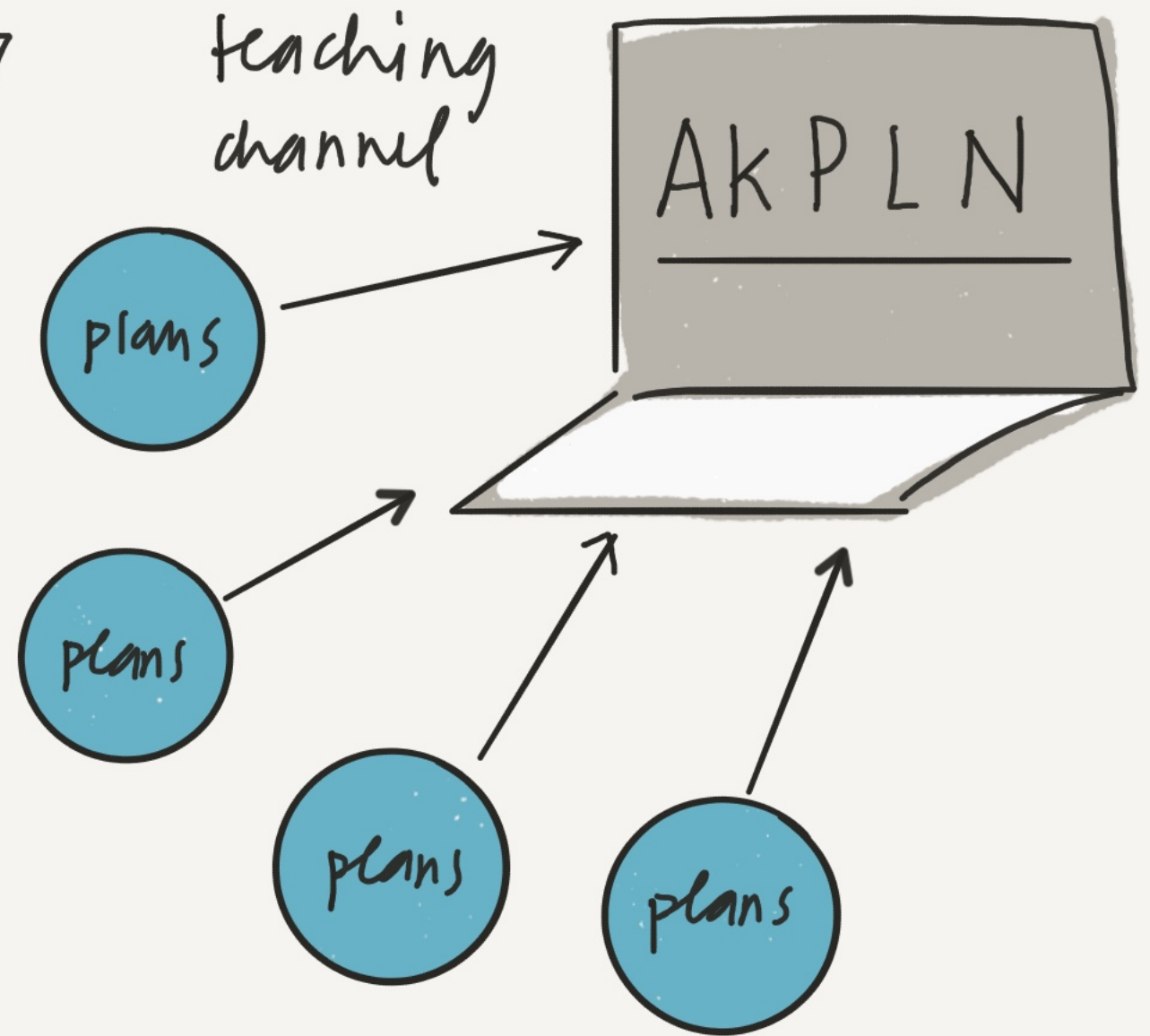
MASTERY EXPERIENCE

VICARIOUS EXPERIENCES

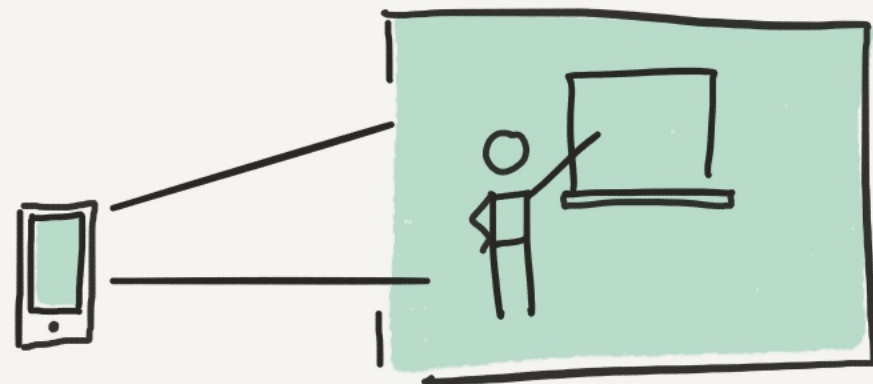
belongingness  
accountability

SOCIAL PERSUASION

AFFECTIVE STATES



6 conditions for c. efficacy



Adv. teacher influence

Goal consensus

teacher knowledge about others work

cohesive staff

responsiveness of leadership

effective systems of intervention

MICROTEACHING 0.88