



## Who we are

CAEPR is an education policy research unit and clearinghouse for education-related research at ISER.

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## What we do

CAEPR conducts and disseminates education research, emphasizing topics relevant to Alaskans. We support and produce research that is:

- **Rigorous** – ethical and defensible
- **Collaborative** – dialogic, participatory, and engages diverse stakeholders
- **Meaningful** – responsive, timely, and culturally relevant
- **Non-partisan** – equitable and in the public interest
- **Accessible** – structured for multiple audiences

## Current research agenda

Most of CAEPR's current projects fall within three areas: college & career readiness, teacher supply & demand, and indigenous education. This work is situated within the broader Alaska education policy context.

### College and career readiness

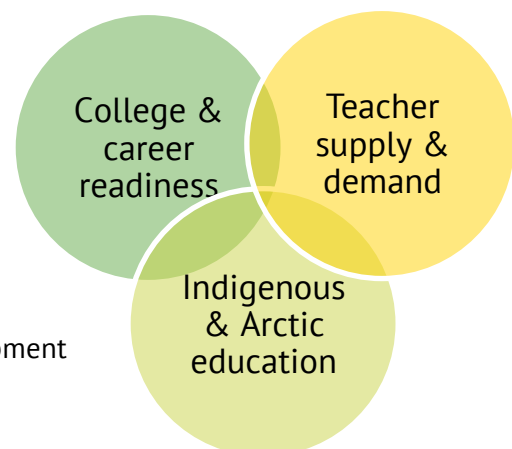
- Academic preparation, such as curriculum, academic interventions, and enrichment activities
- Student services and community programs
- Development of vocational identity, aspirations, and expectations
- Goal-setting and plans, including financial planning for postsecondary education
- Career and technical education programs and programs of study
- Mindsets, cognitive strategies, and attributes that support transitions, resilience, and success

### Teacher supply and demand

- Costs associated with teacher turnover
- Factors contributing to teacher retention or turnover
- Administrative processes of teacher turnover
- Teacher compensation
- Teacher tenure

### Indigenous & Arctic education

- Equity and access in K-12 and postsecondary education
- Youth perceptions of futures in the Arctic
- Formal & non-institutional education for sustainable development
- Comparative circumpolar education policy



- Title VI Indian Education policy

## Student success depends on good teachers!

Teacher supply & demand

**Teacher turnover cannot be “fixed” with salary alone.** Compensation matters, but working conditions are a bigger factor in teacher retention decisions than pay.

**Teacher turnover costs \$20,431 per teacher per year.** Schools with higher turnover invest disproportionate resources in replacing teachers who leave, and costs are higher in rural communities.

**Alaska teacher salaries are about 15% below where they should be (statewide).** Salary needed to attract and retain high quality teachers varies significantly by community, with a 116% difference between lowest and highest recommended salaries.

**Tenure is worth \$34,000 in salary per teacher per year.** Awarding it after 5 years (instead of 3) would require salary increases of \$16,000 per teacher per year.

College & career readiness

## Education is workforce development!

**CTE and Career Pathways are not evenly distributed across the state.** Career exploration opportunities vary, and students in CTE classes don't know about careers linked to the skills they are learning.

**College readiness skills aren't just academic.** Early college placement testing does not ensure academic readiness, and incoming college students overestimate their preparation.

**Rural student success in college is inhibited by academic preparation, a lack of financial resources, and homesickness.** Rural students and the staff who serve them perceive different needs and opportunities.

**High school are increasing, but still trail the national average.** The gender gap remains steady, but the performance gap for rural, Alaska Native, and low-income students is decreasing.

## Ensuring every student succeeds means serving Indigenous learners!

Arctic

Indigenous & Arctic education

**youth are concerned about their economic futures, and feel that K-12 and postsecondary systems don't serve their needs.** Assumptions that all students should go to college, a lack of entrepreneurship training, and disconnects between youth aspirations and education are issues.

**Other significant areas of concern include mental health, Indigenous identity, and environment and climate change.**

**In Alaska, gaps in inclusion and equity stem from historic, geographic, fiscal & staffing issues.** Current efforts to address gaps include changes in classroom practice & teacher preparation.

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