

# ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



## Happy New Year

Welcome back, educators!

Educators are included in the priority 1B group for COVID-19 vaccinations as supply allows. Please see The [Arizona Department of Health Services webpage](#) for a vaccination location near you and further information. You may also check with your local county health department for additional information.

If you would like to share your vaccination photos with us, tag @azedschools or @supt\_hoffman on social media

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Leda DeVlieger- Elementary Teacher, Gilbert Public Schools



## Current Projects: Repository

In an effort to bring the latest information, data, and resources to the field, the Educator Recruitment & Retention Teams across ADE have collaborated to bring the first Repository focused on the educator workforce to our site.

The Repository is in the beginning stages and is considered to be a 'living document', meaning we will continually update and add to the sites to best serve our LEAs and those interested in information about Arizona's educator workforce. We have some exciting updates coming in the next few months, including our interactive data dashboard, where you can find all of the latest data and information about the educator workforce-a first for Arizona and ADE.

We have five sections;

[Educator Recruitment and Retention](#) - General workforce

[Exceptional Student Services](#) - Special education workforce

[Early Childhood](#) - Birth-3rd grade

[Educator Preparation Programs](#)- (coming soon)

[Troops to Teachers](#)

Each section will have at least four categories; (some sections will have other categories, as necessary)

Data

Research/Best Practices

Resources/Toolkits

Workgroup/Organizational Partners

We are looking for feedback on our repository so please let us know if you wish to see certain information listed or have general comments.

Contact us at [teach@azed.gov](mailto:teach@azed.gov)



Katie Byrne Nash- Chandler Unified School District

## Recruitment & Retention Issue Spotlight: Elevating Educator Voices

One retention strategy our team is focusing on is elevating the educator voice. We use the term “educator” in most of our work, as we see the different positions within the profession each playing a vital role in a school system. We encourage LEAs to value and elevate voices in all positions (support staff, aides, counselors, librarians, principals, etc.) and to consider input from all areas when making decisions. We will use the word ‘teacher’ for this article for purposes of continuity and to match the language in the research linked below. Teachers are the experts in their profession, and everyone, from policymakers to administration, school boards to the state agency should not only listen to but rely upon teachers when making decisions that will affect the day-to-day experience of their practice.

Elevating teacher voices comes in many forms at the various levels of the school system. We at ADE have been holding Teacher Table Talks for the past year, inviting teachers from around the state to not only hear what we are working on but to weigh in and direct our work. Our team meets with organizations dedicated to supporting educators in various ways- through content areas, National Board Certified Teachers (NBCTs), as well as groups supporting and advocating for educator diversity.

We also include teachers in committee work for our projects, such as our model standards review committee, to be sure when new professional standards are adopted by the State Board of Education, the teacher voice is included.



Wesley Oswald- 3rd Grade Teacher, Tucson Unified School District

We have also developed the first permanent ADE ‘Celebrate the Profession’ webpage to recognize all our educator award winners. We want to celebrate all the contributions of our educators as a small way to show how much we appreciate every accomplishment. Our #ACEProject, highlighted in our first newsletter, is another way we want to hear directly from teachers about their experiences in the profession.

When the Educator Recruitment and Retention team is doing outreach to LEAs, we advocate for administration to include all educators when making decisions whether through surveys, committee representation, in one-on-one meetings, and more, as it directly improves satisfaction and retention.

For more reading on how elevating teacher voices positively impacts retention; see these resources:

[Elevating Teacher Voices Along with Their Salaries- Rand](#)

[If You Want to Make a Difference, Come Here- REL Northwest](#)

[Teacher Retention How to Keep the Best From Leaving- Elmhurst University](#)

[Revolving Door of Teachers Costs Schools Billions Every Year- NPR](#)

## Educator Spotlight: Stories From Around AZ

"As I venture on this path I have created often times I find people asking, "How do you do it?" "How do you have the patience, especially now, to teach through a pandemic?"  
 Pandemic or not, my response will always remain the same. My daily motivation to wake up and do what I do, day after day, is our youth.

Our youth house ...  
 ... our future.  
 ... our ways of knowing.  
 ... our ways of being.  
 ... our languages.  
 They house us as a people.

They are our future generations for many more generations to come. When I look at them, I see hope, I feel inspired, and I find comfort in knowing that through them our people will continue to prosper. They are our leaders of tomorrow.  
 Therefore, I am intentional in all that I teach them and how I communicate with them. I believe in them and I see light in our futures."

**Kristy Pavatea- Elementary Educator, Tucson Unified School District**



"Right now, our students just need to know we love them and that our classrooms (whether virtual or in person) are strong, safe learning communities. Oh, and they need to have FUN!"

**Beth Lewis- 5th grade teacher Tempe Elementary School District**

We are committed to highlighting all of Arizona's educators. Let us know if you have a story to share. We are looking for stories from support staff, administration, teachers, & LEA employees. Email us at [teach@azed.gov](mailto:teach@azed.gov)

## Local Education Association (LEA) Spotlight: Tempe Union High School District Retention Committee

We spoke to Mary Keller, Executive Director for Human Resources about the new subcommittee beginning this semester in the Tempe Union High School District after an educator on the committee, Lara Bruner, emailed us about their upcoming work.

### **How did the idea for the Tempe Union HSD Retention Committee begin and who brought the idea to the table?**

In 2018, we identified several strategic goals for our 5-year strategic plan. Goal #3 focuses on the recruitment and retention of highly effective and diverse staff. That is the goal for which I am responsible. At TUHSD, we already have a collaborative decision-making process and this year, among other initiatives, we are focusing the Goal #3 teams' efforts on the retention piece.

### **Who is on the committee and how were the participants chosen?**

We have teachers, site and district administrators, and classified staff. Participants are chosen in a variety of ways. We ask principals to let their folks know we are looking for teachers and staff who might be interested and we have, really, an unwritten understanding that administrators are encouraged to participate in district committees such as this. They can volunteer - which many do - and sometimes I seek them out - e.g., we have new principals this year and I asked one to be on the team as his perspective from another district would be helpful. Schools are, for the most part, equally represented. I chair several district-wide committees and I have not had a problem filling any of them with volunteers.

### **What are the district's hopes/goals in having a retention committee?**

To identify why staff stays at TUHSD - we have a high retention rate already. To find out what is important to staff in terms of motivation to stay. To identify our new staff's needs - e.g., what's important to millennials so we can hire and keep them; what role do demographics play in retention. Gather data that may be helpful to the recruitment subcommittee. Develop an action plan based on what we learn, aimed at retaining a highly effective and diverse staff. Part of the committee's focus will be developing goals and strategies with action steps on what they want to accomplish.

### **How often will the group meet, what will they discuss and whom will they report to?**

Retention is a subcommittee of the more general Goal #3 committee which meets monthly. The retention team starts meeting this month, so I am not sure of their meeting schedule yet. Just as an FYI - there are 4 subcommittees, and they are headed by teachers, admin, and district staff. I attend all their meetings as well as run the monthly general meeting.

### **And any other information you would like to include?**


This committee is a good example of how TUHSD works. We bring people from all positions together to work on common goals following a shared district decision-making model. Working with these folks across the district is the best part of my job. We have implemented some great programs following this process. I am looking forward to what the retention team and the other teams of Goal #3 come up with!

**Tempe★Union**  
HIGH SCHOOL DISTRICT

Julie Trent- Band Director, Glendale High School







## Scholarship Spotlight: Get Set for STEM & K12 Center LEA New Teacher Support Program



# Get SET for STEM

Scholarship for Effective Teachers



GET SET FOR STEM

\$2000 Tuition Scholarships for Arizona Teachers!  
Teachers can apply for a scholarship yearly until  
May 2022.

- STEM Related Certifications
- Career Technical Education Certifications
- Qualifying for Dual Enrollment in any area

BENEFITS

- Provides quality teachers to Arizona students
- Improves student achievement in the State of Arizona
- Supports teachers in employment pursuits
- Allows teacher to be certified in multiple areas


ELIGIBILITY

- Current Arizona Certified Teachers
- Pursuing coursework to obtain additional certifications, endorsements, and credentials.
- Agree to teach in PUBLIC SCHOOL in Arizona after you finish coursework
- Pursue coursework at an approved Arizona Institution of Higher Learning
- Have an approved scholarship [application](#)
- Funding Prioritized for Rural Educators

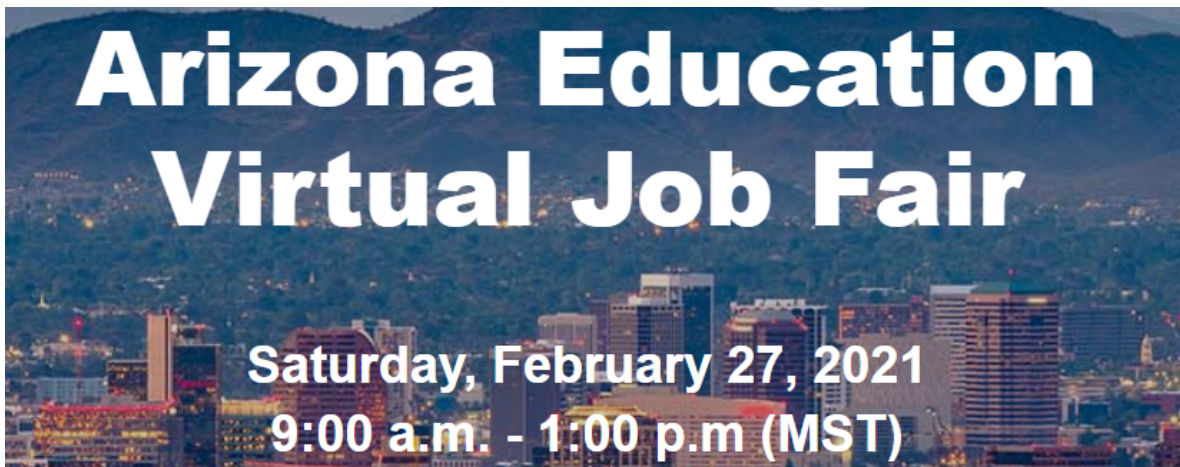
APPLICATION PROCESS

- Download the application from [here](#)
- Submit a quick one page application to ADE at [TPDS@azed.gov](mailto:TPDS@azed.gov)
- Applications are reviewed by committee approximately every 2 weeks
- Upon approval of your application submit your documentation and register for your courses

For more information about the Get SET for STEM program, call  
602-364-3345 or e-mail the Teacher Professional Development Inbox at [TPDS@azed.gov](mailto:TPDS@azed.gov).  
For questions about Certification, e-mail [certification@azed.gov](mailto:certification@azed.gov) or call 602-542-4367.  
[www.azed.gov/titlei/pd-pilot-program](http://www.azed.gov/titlei/pd-pilot-program)



**Attention LEAs:** The Arizona K12 Center is once again opening up the application process for Arizona New Teacher Support Program, formerly called the Arizona Master Teacher Program. Successful LEA applicants will receive up to \$75,000 per year for two years for a total of \$150,000 to support new teacher support in your district, school, or program. The application period is now open. You will find the application [here](#). The deadline to apply is Monday, February 22, 2021. Please contact Danielle Brown at [dbrown@azk12.org](mailto:dbrown@azk12.org) with any questions.



Looking for a job in Arizona's schools? This an event you don't want to miss! This free, virtual job fair will connect you with dozens of districts and charters looking for amAZing applicants just like you.

You will be able to search for available positions, upload your resume, visit employer booths to chat with them via text or video, and find out about their communities and schools.

Come and see the amAZing opportunities that Arizona has to offer! Job Seekers register [HERE](#)

### **Districts & Charter Schools**

Join us online on Saturday, February 27, 2021. Registration is open to Arizona public school districts and charter schools on a first-come, first-served basis. Conducting recruitment efforts virtually allows schools to recruit without geographic limitations and access a much wider pool of talent. The event will take place on an online platform that provides an authentic job fair experience in a virtual setting, including:

- User-friendly booth set-up and custom booth design to suit your branding requirements
- Job seekers will be able to review and save your marketing materials and videos
- Live, one-on-one chat with applicants
- Ability to search candidates' resumes before and on the day of the event
- Live, one-on-one video interviews with candidates
- Unlimited number of recruiters per booth

The cost of registration is \$250. Registration will close on January 27, 2021  
Exhibitors register [HERE](#)

### **Important Dates**

- December 1, 2020 - Registration opens for employers
- January 4, 2021 - Registration opens for job seekers
- January 29, 2021 - Last day to submit booth payment
- February 6, 2021 - All booth set-up must be completed
- February 27, 2021 - Last day for job seekers to register
- February 27, 2021 - Job Fair (9:00 a.m.–1:00 p.m. MST)



Annie Vincent- General Music and Band Teacher, Mesa Unified School District

## Educator Preparation Program

### How do Educator Preparation Programs Get Approved in Arizona?

Arizona’s Educator Preparation Programs, or EPPs, prepare individuals considering a career in education to become certified as school administrators, counselors, psychologists, and teachers. We list active educator prep programs on our [website](#). Arizona EPPs fall into three preparation program categories: traditional, alternative, and classroom-based alternative.

To be recognized in Arizona, a PreK-12 educator preparation program must be approved by the State Board of Education. To date, 21 Professional Preparation Institutions, or PPIs, oversee educator preparation programs within the state. PPIs are the agencies that design and request Board approval of their respective EPPs. Once approved, PPIs oversee the implementation of the EPP, and then issue institutional recommendations for Arizona certification on behalf of their program participants.

PPIs must submit an application or readiness packet (depending on the program) to the Arizona Department of Education (ADE) for approval. The Department will assign a review team to look over the program and address deficiencies with the PPI as needed & recommend the preparation program for State Board review. The State Board may accept the recommendation for approval for up to six years. After an EPP is approved by the State Board of Education, the PPI must report to the ADE relevant program data and any substantive changes made to the EPP every two years. To read State Board Rule about the specific requirements of each, click the links below:

- [Traditional EPP Approval Process: R7-2-604.02](#) (p.49)
- [Alternative EPP Approval Process: R7-2-604.03](#) (p.50)
- [Classroom-based EPP Approval Process: R7-2-604.05](#) (p.52)

## Troops to Teachers

“The Troops to Teacher program is an excellent program for those getting ready to transition out of the military. It is a great source to use if you want to get your foot in the educational door.”

**-Ramayo McGriff, Troops to Teachers/SkillBridge Intern & PE Teacher, Agua Fria Union High School District**

## Next Issue Preview

- Issue Spotlight: Staying Connected to Your IHE
- Educator Spotlight
- LEA Spotlight
- Troops to Teachers Update
- EPP Update

**How can we help? We would love to hear from you.**

Email us at [teach@azed.gov](mailto:teach@azed.gov) with suggestions, stand out stories, educator recognition, information or research requests, topics for our next newsletter, etc.