

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



Happy February

We hope you had a February filled with love and friendship. Thank you for all you do for your students to make them feel valued as well.

A friendly reminder:

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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Ann Townsend-Zhu- Art Teacher, Chandler Unified School District



Current Projects

Standards Committee Update: The Arizona Teacher Leader Model Professional Standards committee and the Arizona Principal Supervisor Model Professional Standards committee are making marked headway in developing standards to meet the needs of Arizona educators! The standards development committees have met monthly since the beginning of the school year to design standards that guide the profession, and to craft guidance that reflects research-based attributes associated with effective educational leadership. While developing the new standards, the committees have focused on input from Arizona's educators, and they have factored in the considerations of school and community stakeholders. Ultimately, the model standards will be a resource for educators and education partners at the school-, local-, and state-levels. Stakeholders will be able to refer to the new Arizona Model Professional Standards to set expectations, establish processes, build capacity, and support staff efficacy and retention. Arizona's educator workforce can expect to hear more about the Arizona Model Professional Standards over the coming months as the standards make their way through the public review and State Board of Education approval process. Stay tuned!

Content Area Organization Outreach Meetings: The Arizona Department of Education began collaborating with content area organizations in January to hear from individuals who are familiar with the everyday experiences of teachers. Representatives from the ADE Academic Standards, Policy, and Educator Recruitment and Retention teams met with leaders of Arizona content area organizations in early January in the first of what will be quarterly meetings to discuss educator needs, content updates, and targeted professional growth opportunities. The content representatives also had the opportunity to speak on behalf of teachers as they presented legislative hopes and recruitment and retention feedback pertinent to their groups. The Educator Recruitment and Retention team had the chance to ask the content organizations about challenges educators are encountering at the local level that they perceive as affecting teacher retention. Content representatives were happy to speak to the issues, and our team was happy to extend the conversation. Following the January whole-group meeting, we have been meeting with content groups individually to engage more deeply for the betterment of teachers and the profession.

Organizations

- Arizona Association of Teachers of Mathematics
- Arizona Council for Economic Education
- Arizona Council for Social Studies
- Arizona English Teachers Association
- Arizona Language Association
- Arizona Math Leaders
- Arizona Science Teachers Association
- Arizona Technology in Education Association
- Computer Science Teachers Association
- STEMAZing Project (Pima County Superintendent's Office)

Themes Discussed

- Professional organizations are important to the health of the profession; they provide opportunities for teachers to network, participate in quality professional learning, and develop instructional and leadership skills
- Grade bands should be considered when designing and providing professional development and instructional resources to ensure educators at all grade levels are supported and involved
- Well-designed professional development improves teacher competency and feelings of worth
- Teachers should be a part of the decision-making process
- Teacher autonomy and leadership opportunities increase capacity, improve perceptions of value, establish a career continuum, and further the profession

Issue Spotlight: Staying in Touch With Your EPP

The Educator Recruitment and Retention team works closely with all approved Arizona Educator Preparation Programs (EPP) to ensure we not only meet state statutes regarding educator preparation and certification but also to work together to make sure all educators are best trained to serve students.

One way to help the EPPs verify the efficacy of their programs is to maintain a connection between graduates once they are in the field. Educators know that the first few years of teaching are challenging, but once you get into the third, fourth, fifth year, and beyond, you have a handle on what it takes to be a teacher and could provide valuable feedback on what classroom teaching entails.

EPPs try to keep in touch with alumni, but it becomes a challenge when educators get married, move, or get new email addresses. In order to help our EPPs, ADE not only wants to spread the word for educators to reconnect to their EPP but also we are talking about working together to develop and send out a survey since ADE has current contact information for all certified educators in the state.

Be on the lookout for more information from your EPP and our team to help with this exciting opportunity to provide feedback and input on education preparation in Arizona.



Francis Hinchey, Tina Burnham, Sabrina Lafreniere-Tousignant, Jessica Rodgers, & Lauren Besich-Meyer Montessori Educators, 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

Educator Spotlight: NBCT in Arizona

NATIONAL BOARD
for Professional Teaching Standards®



National Board Certification is the highest certificate an educator can achieve in the United States. Administered by the National Board for Professional Teaching Standards, National Board Certification is a rigorous and reflective process that requires teachers to showcase the National Board Standards in their practice.

Since 1996, teachers throughout Arizona have been seeking and achieving National Board Certification. The impact National Board Certified Teachers have on students and the profession is significant. To pursue NBC, a teacher must have 3 years of teaching experience, a baccalaureate degree, and licensed to teach.

Arizona is home to 1578 National Board Certified Teachers (NBCTs) who teach in LEAs across the state.

The Arizona K12 Center provides support and resources for teachers to pursue National Board Certification and over a year ago, received funds from the Arizona Teachers Academy to support 200 teachers to pursue National Board Certification. What this means is they have the funds and resources to support 200 teachers every school year who wish to seek Board-certification. Bottom line- apart from a \$75 fee to the National Board, a teacher can pursue National Board Certification at no cost to them (a \$1900 value).

To be eligible for this funding, they must do the following:

- Complete a Pre-candidacy Class (the Arizona K12 Center offers it and have trained NBCTs to provide it in many districts as well)
 - Note: If you are interested in creating a district cohort and want to provide this class in district, please contact Kendall Waite at kwaite@azk12.org
- Register and attend our National Board Institute
- Register and attend our National Board Kickoff

The first step is attendance at the Pre-Candidacy Class. The Arizona K12 Center is offering this class online beginning April 10 through May 4. The registration deadline is March 27, 2021. This six-week online course will help participants build a system of support while understanding the foundation and process of National Board Certification. After participating in this course, teachers will be able to make the decision about when to pursue National Board Certification. They will gain a better understanding of what the process entails as well as the documents, materials, and components set forth by the National Board for Professional Teaching Standards. For more information and to register, please visit: <https://www.azk12.org/PreCan421>.

The Educator Recruitment and Retention team is working on a page to permanently highlight all of our NBCTs. Please visit <https://www.azed.gov/teach/grow-in-the-profession/national-board-certification> to watch for those exciting updates coming soon.

Arizona's Newest NBCTs- Brianne Aaker,
Lizzy Anderson, Michelle Ang, Erin Brady, Leonora Baltazar, Michelle Bordonaro,
Leah Clark, Chelsea Cloonan, Shawna Collins, Elizabeth Cook, Susan-Marie
Flanigan, Kerri Glover, Laurie Gowin, Kelly Gragg, Claren Gustkey, Nina Higgs, Marian
Johnson, Kelda Kastner, Cotylee Kendall, Cindy King, Sarah Kirchoff, Devin Mann,
Jill Menaugh, Haley Mercy, Faith Meyer, Jennifer Perry, Jillian Powers, Rachel
Redman Simms, Samantha Reynolds, Kathryn Rizzo, Jesica Roehm, Carly Schoettes, Nicole
Speece, Denise Spenik, Jillian Stumpf, Danielle Swartz, Barbara Tingle, Kelsey
Tomlinson, Jean Vogel, Anne Waddington, Ginny Wheeler



Organization Spotlight: Early Childhood R&R Workgroup & ESS R&R Team

ADE is fortunate to have several specialists working in the area of recruitment and retention. Our team acts as the umbrella, focusing on the entire state educator workforce. We also have specialists who focus on our special education educators (ESS), Career and Technical Educators (CTE), as well as Early Childhood Educators (ECE). This month, we have updates from our ECE and ESS teams.

Early Childhood Recruitment and Retention Workgroup:

Arizona's Comprehensive System of Personnel Development Recruitment and Retention Workgroup focuses on the recruitment of new early childhood practitioners and the retention of current early childhood practitioners, ensuring efforts are being made to fill position vacancies with qualified personnel and maintain existing personnel. We do this by:

- Using multiple data sources to identify the needs of the Early Intervention/Early Childhood Special Education (EI/ECSE) state workforce.
- Using comprehensive recruitment and retention strategies across disciplines.
- Addressing the need to ensure that positions are filled by individuals who meet state and national qualifications to provide early childhood intervention (ECI).
- Articulating information related to anticipated vacancies or a need for increased personnel necessary to meet the needs of IDEA-eligible infants and young children.

We can't do this work without using multiple data sources which include hearing from you! It is that time of year where we send out our annual survey to the early childhood workforce.

If you are an Early Childhood Professional working with children Birth to Kinder entry, please click this link to complete our annual survey: <https://www.surveymonkey.com/r/WHRKB59> The survey is open from February 11, 2021, through March 1, 2021.

Your voice matters in our work. Thank you!

Early Childhood Educator at Bobcat Citizen Preschool during the Preschool Development Project in Benson, Arizona



ESS Recruitment & Retention Updates:

Special Education Directors: The National Coalition on Personnel Shortages in Special Education and Related Services (NCPSSERS), a coalition co-chaired by the American Speech-Language-Hearing Association (ASHA), is seeking to locate and highlight stories on the impact and solutions, if available, of personnel shortages of special education teachers and related service providers (or specialized instructional support personnel-SISP).

Please take time to fill out [the survey](#) and/or ask families of children with special needs that could speak to the effect of not having any of these needed professionals in their schools. Once NCPSSERS receives this information, they will reach out to the individuals to flesh out their stories and obtain permission to post them on the website, www.specialedshortages.org.

Participants are asked to complete the survey by February 19.

A promotional graphic for the Arizona Education Virtual Job Fair. On the left, a woman with long brown hair is sitting cross-legged on a blue surface, looking at a laptop. The background is a light blue wall. To the right of the woman, the text reads: "Arizona Education Virtual Job Fair" in blue, "February 27, 2021" and "9:00 a.m.–1:00 p.m." in black, "REGISTER TODAY!" in large red letters, and "www.azeducationjobfair.com" in red. Below this, it says "Districts & charters will be looking for administrators, teachers, related service providers, paraprofessionals, & support staff." At the bottom right is the Arizona Department of Education logo and the text "ARIZONA DEPARTMENT OF EDUCATION".

Arizona Education Virtual Job Fair
February 27, 2021
9:00 a.m.–1:00 p.m.

REGISTER TODAY!
www.azeducationjobfair.com

Districts & charters will be looking for administrators, teachers, related service providers, paraprofessionals, & support staff.

ARIZONA DEPARTMENT OF EDUCATION

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

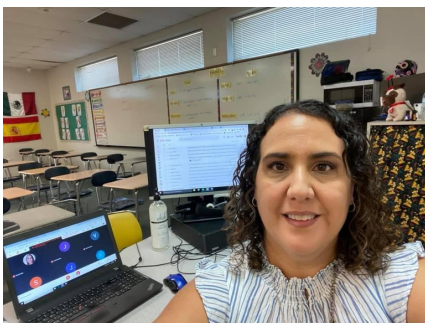
Employer registration closed on January 27, 2021. Registered employers can visit the job fair website for additional information. If you have vacancies you are looking to fill, post your positions on the Arizona Education Employment Board, a free service provided by the Arizona Department of Education/Exceptional Student Services. [The Arizona Education Employment Board](#) is visited over one million times per year by active job seekers and employers.

Important Dates

February 27, 2021 - Last day for job seekers to register

February 27, 2021 - Job Fair (9:00 a.m.–1:00 p.m. MST)

Contact Us If you have questions regarding the Arizona Education Virtual Job Fair, [email Julie Lenza](mailto:Julie.Lenza) or visit www.azeducationjobfair.com



Raquel Salas- Spanish Teacher, Tempe Union High School District

Troops to Teachers

Arizona's Troops to Teachers (TTT) program continues to make adjustments to meet the needs of all who have served.

Online views of the TTT program video, available at www.azed.gov/troops2teachers, continue to increase weekly. Additional online options have been added to further the program's reach via weekly Q & A sessions.

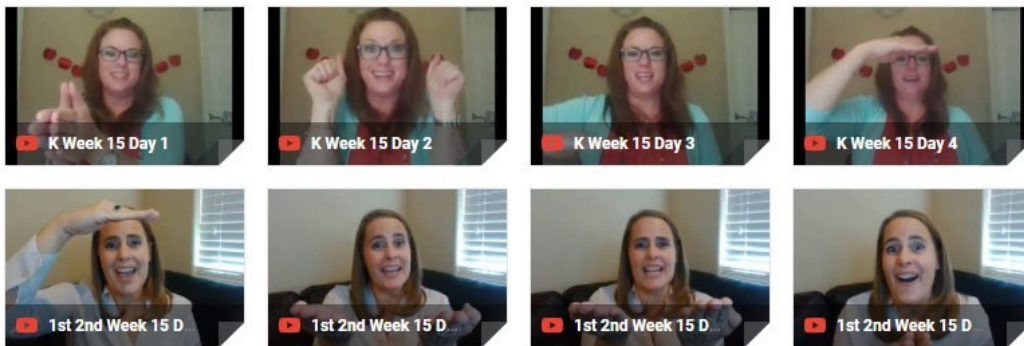
Please visit the link above to schedule a Zoom session today.

Educator Preparation Programs

ADE is hosting our Quarterly Educator Preparation Program Meeting this month, where we discuss relevant topics with all approved EPPs in the state.

Before the pandemic, we hosted each meeting in a different location around the state. Currently, they are virtual until it is safe to resume in person. For our first 2021 meeting, we will discuss updates to requirements for teaching reading, new electronic reporting requirements, and have a roundtable on successful recruitment techniques and building our new EPP Repository. We use these meetings as a time for collaboration and sharing ideas to help best meet the needs of Arizona educators.

We will provide some insight into the discussion in our next newsletter.



Heather Rice & Wendy Spencer- Educators, Casa Grande Elementary School District

Next Issue Preview

- Current Projects: Teacher Table Talk
- Educator Spotlight: Local Educator Publishes Book
- LEA Spotlight: Avondale School National NEIT Award Finalist
- Troops to Teachers Update
- EPP Update

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

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