

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



ADE School Safety Grant

In this Issue

- 1 Welcome
- 2 Current Projects: EPP Rubric Updates
- 3 Issue Spotlight: Educator Mental Health
- 5 Educator Spotlight: Flowing Wells Teacher Award
- 5 Teacher Appreciation Week Nominations
- 6 LEA Spotlight: Phoenix Union Job Fair
- 7 Leading Change Conference
- 8 Educator Preparation Program
- 8 Troops to Teachers

April 19, 2021- Superintendent of Public Instruction Kathy Hoffman announced \$21.3 million dollars to supplement the School Safety Grant Program. As passed by the legislature and implemented by the Arizona Department of Education (ADE) the School Safety Grant program brought more than 260 social and emotional support professionals to our schools - seeking to reduce our state's astronomical student-to-school counselor ratio, the highest in the nation. Despite these gains, demand outstripped program funds - leaving many schools on the waitlist.

To fill the gaps left by the legislature, ADE will allocate a portion of its federal recovery dollars to fully fund the counselor and social worker waitlists - bringing opportunities for 71 school counselor and 69 school social worker positions to schools for two years. Grantees represent communities from across 10 counties - that have been waiting for nearly two years to receive funding for these positions.

Current Projects

Updated Educator Preparation Program (EPP) Approval Rubrics:

This month the ERR team, with help from the Early Childhood and Exceptional Student Services teams, took on the task of updating the rubrics used to score the applications used by our Alternative Path and Classroom-based EPP's seeking to become an approved program in Arizona.

When an EPP wants to become an approved program in Arizona, they complete an application and turn it into our team. We then have trained reviewers to use approved rubrics to help recommend the program for approval or send it back for updates. We then present the application, rubric score sheet, and other relevant materials to the State Board of Education whose members make the final decision to approve or deny. This entire process is spelled out in Board Rule R7-2-604.02 (traditional) R7-2-604.03 (alternative) and R7-2-604.05 (classroom-based)

This month, our teams looked at the alternative program and classroom-based rubrics, which were aligned to board rule, as well as relevant standards. Our team used the following standards for the various sections of the rubrics: InTASC teaching standards, as adopted by board rule, Administrative standards, as adopted by board rule, as well as ITSE, CEC, and NAEYC standards. For each standard, the rubrics will allow reviewers to score programs using 4 categories; unmet, approaches, met, and exceeds.

The rubrics are updated from time to time as the standards are updated and to help make the process more streamlined for our reviewers. Once our teams completed our updates, we received feedback from EPPs already approved in Arizona and made suggested changes. We then submitted the rubrics to the state board for review and possible action.

Rob Lynch- 6th grade Technology, 7th and
8th grade CS and CS2 Teacher, Heritage
Middle School



Issue Spotlight: Educator Mental Health

Through ADE's partnership with AHCCCS, all Arizona teachers now have access to the Educator Peer Support Program. This free program allows teachers or administrators to be paired with a peer educator who can help you to alleviate some of the pressures of the job.

www.azeducator.org

OUR MISSION

To provide participants with support and empathy around current professional stressors, help them to clarify problem areas, and connect them with professional services as needed.

Peer Coaches can help other Educators cope with:

- Daily Strain
- Added emotional stress due to COVID-19 pandemic
- Emotional burnout
- Concerns about substance abuse, depression, and workplace conflict

PROCESS

If you are a teacher or administrator in Arizona and are interested in connecting with a peer coach, please submit the contact form on the previous page. All peer coaching is strictly informal and all contact with the Educator Peer Support Program is confidential. In fact, you don't even have to submit your full name (first name and last initial only).

Once you submit your information and any special requests, you will be matched with an available peer coach who will contact you via email to set up a peer coaching session via conference line or video platform. Peer coaches will offer 3-5 sessions of up to 45 minutes, and can assist participants to connect with professional services as needed.

QUESTIONS?

If you have questions about the program, please email: azeducators@ccaainc.com

CRISIS SITUATIONS

While peer coaches are all fellow educators supported by CCA's professional mental health clinicians, the program is not meant as an emergency resource. For any urgent or crisis situations it is recommended that the following hotline be used (not affiliated with CCA, DOE, or AHCCCS):

National Suicide Prevention Lifeline
1-800-273-8255
<https://suicidepreventionlifeline.org/>

Supporting Arizona Educators

The Educator Peer Support Program was commissioned by the the Arizona Department of Education and AHCCCS and developed by Corporate Counseling Associates, Inc. (CCA). This free program is available for ALL Arizona teachers and administrators and actively supports educators' wellness.

Issue Spotlight: Educator Mental Health



The advertisement for the Resilient Arizona Crisis Counseling Program features a clean, professional layout. At the top, the program's name is displayed in a mix of blue and orange fonts. Below this, a photograph of a smiling woman on a phone call is partially visible. The main text is arranged in horizontal bands: a blue band with white text for the phone number, an orange band with white text for service details, and a light gray band with black text for emotional support. A photograph of a couple embracing is on the left side of the lower section. The website URL is at the bottom in a large, blue font.

RESILIENT *Arizona*
CRISIS COUNSELING PROGRAM

Get Connected with
a **FREE** Crisis Counselor

 **CALL 2-1-1**

100% FREE & CONFIDENTIAL · STATEWIDE

*Has COVID-19 left
you with feelings of...*
Anxiety? Fear?
Loneliness? Stress?

Statewide providers are ready to help
with support and connections to resources.

Call 2-1-1
to get connected to Free Crisis Counselors!

Se habla español

resilientarizona.org

This publication was made possible by Grant number FEMA-4524-DR-AZ. The views expressed in these materials do not necessarily reflect the official policies or contractual requirements of the Arizona Health Care Cost Containment System (AHCCCS), Department of Health and Human Services, and Department of Homeland Security; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

Educator Spotlight: Jaime Camero - 6th Grade Teacher

As a middle grades science teacher, Jaime Camero was recently named a National STEM Scholar for the 2021-2022 school year. The program, an extension of Western Kentucky University's Center for Gifted Studies, selects ten teachers each year from a national applicant pool. Jaime's submission of her "Earth's Place in the Universe" demonstrated her creativity and the passion she has for teaching her students about science using a multi-disciplinary approach.

She will be hosted by The Gatton Academy of Mathematics and Science and The Center for Gifted Studies when she attends a one-week, hands-on professional development in Bowling Green, Kentucky this summer. She will be mentored by leaders in STEM education and develop her funded project for classroom implementation.

She will also attend the National Science Teachers Association annual meeting and conference in the spring of 2022 in Houston, Texas to present her project.



Jaime Camero - 6th grade science teacher,
Flowing Wells Unified School District

Teacher Appreciation Week May 3-7

Each year, AZ educators go above and beyond to support students and families. They deserve to be celebrated, especially after a challenging year. Nominate an AZ educator to be featured on Superintendent Hoffman's social media during #TeacherAppreciationWeek by Friday, April 23.

[Nomination Form](#)

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

LEA Spotlight: Phoenix Union Job Fair

PHOENIX
PXU
UNION

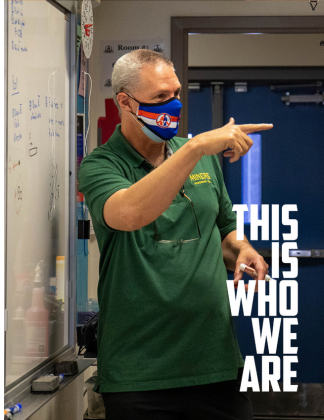
VIRTUAL JOB FAIR

with Ongoing Meet & Greet Sessions

HIRING CERTIFIED TEACHERS & SUBSTITUTES
SATURDAY, MAY 1 9AM-4PM

DISTRICT OVERVIEW: Superintendent Dr. Chad Gestson, Board President Ms. Lela Alston and Executive Director of Talent, Mr. Juvenal Lopez: 9:00AM

INDIVIDUAL INTERVIEWS and MEET AND GREET SESSIONS: 10:00AM - 4:00PM



DISTRICT OVERVIEW

- Unique portfolio of 21 schools
- Broad curriculum offers a full array of activities and after school opportunities
- Over 28,000 students grades 9-12
- Diverse student body from over 100 countries
- Workplace culture focused on the health and wellbeing of students and staff

PXU OFFERS COMPETITIVE SALARIES, ROBUST BENEFIT PACKAGES AND EXTENSIVE PROFESSIONAL GROWTH OPPORTUNITIES

- Offering up to 10 years of experience
- Doctoral stipends
- Licensed Clinical Social Worker (LCSW), National Board Certified Teacher (NBCT), National Certified Counselor (NCC) and National Certified School Psychologist (NCSP) stipends
- Extensive Professional Development and Professional Growth opportunities
- Extra-curricular pay
- Proposition 301 Performance Based Pay
- Generous leave time buyout rates for all employee classifications
- Full Arizona State Retirement System (ASRS) matching contribution
- Rich health care plans with low to no monthly premiums
- Dental and vision plans
- Fall break
- Winter recess
- Spring break
- 11 paid holidays
- Mid-term and long-term disability coverage
- Employee Assistance Program (EAP)
- Pre and post retirement tools including 403(b), 457(b), Roth 403(b)
- Employee Wellness Program
- Life insurance
- Employee Discount Program
- Bereavement leave

REGISTER NOW

[EVENTBRITE.COM/E/148394121813](https://eventbrite.com/e/148394121813)

PHOENIX
PXU
UNION

Phoenix Union High School District

Phoenix Union High School District does not discriminate on the basis of race, color, religion, national origin, sex, disability, age, sexual orientation, gender identity, gender expression, or immigration status.

To have your LEA featured, please email us at teach@azed.gov

Professional Development Opportunity



The 2021 Conference theme, **Optimism and Opportunity for All**, reflects ADE's understanding and recognition that ALL educators, no matter the obstacles, continue to inspire, cultivate relationships, and focus on teaching and learning for ALL Arizona students. This year's VIRTUAL conference schedule has been built with administrators, teachers, and school counselors in mind.

Check Out This Year's Renowned Presenters!

Teachers' Institute and Leading Change

Wednesday,
June 9, 2021



Dominique Smith, Ed.D. is Chief of Educational Services and Teacher Support at Health Sciences High and Middle College in San Diego. His major area of research and instruction focuses on restorative practices, classroom management, growth mindset, and the culture of achievement. Dominique is passionate about creating school cultures that honor students and build their confidence and competence.

Thursday,
June 10, 2021



Mark C. Perna is the founder and CEO of TFS Results, a full-service strategic communications and consulting firm at the forefront of the national paradigm shift in education and workforce development. As an international generational expert, Mark has devoted his career to empowering educators and employers to unleash the tremendous potential of today's young people.

Thursday,
June 10, 2021



Doug Fisher is a Professor of Educational Leadership in the Department of Teacher Education at San Diego State University and a teacher leader at Health Sciences High & Middle College. Doug Fisher has been the lead author on numerous books and has published numerous articles on improving student achievement, reading and literacy, differentiated instruction, and curriculum design.

Thursday,
June 10, 2021



Dr. Nancy Frey is a Professor in Educational Leadership at San Diego State University and a leader at Health Sciences High and Middle College. Nancy has engaged in Professional Learning Communities as a member and in designing school wide systems to improve teaching and learning for all students. She has published numerous books.

Friday,
June 11, 2021



Professor John Hattie is Laureate Professor at the University of Melbourne, and Chair of the Australian Institute of Teaching and School Leaders. He is an award-winning education researcher and best-selling author. His most recognized work is his Visible Learning research, the culmination of nearly 30 years of examining what works best for student learning and achievement.

Conference Details

Teachers' Institute and Leading Change

June 9-11, 2021

VIRTUAL conference

Cost: \$140 per person

Participants register for only 1 conference track: Teachers Track OR School Leaders Track

School Counselors' Institute

June 9-10, 2021

VIRTUAL conference

Cost: \$140 per person

Participants register for School Counselors Track

Session Information

Please consider bringing a team to take advantage of this opportunity! Keynote Sessions will focus on lessons learned, considerations for moving into the 2021-2022 school year and beyond, and tips for motivating staff, students, and the community to collectively plan and work together. Participants will be given the opportunity to also choose from breakout sessions that have been designed for teachers, administrators, and counselors. This VIRTUAL conference will provide participants valuable information, resources, and structures to take back to their District or Charter and work with colleagues to discuss new learning and design plans for immediate implementation.

The 2021 Teachers' Institute and Leading Change Conference will be held concurrently in the same virtual conference platform. Participants registered for either the Teacher Track or the School Leaders Track will participate in the same Keynote Sessions but will attend Breakout Sessions geared toward their target group.

The School Counselors' Institute is held independently.

Stay connected to the **2021 Teachers' Institute, Leading Change Conference Website** for all the latest information and updates as they become available.

Teachers Track - The Teacher Track serves as an opportunity for Arizona teachers to enhance their knowledge, develop and practice effective instructional skills, and engage in discussion with their fellow educators.

**Register for the
Teacher Track**

School Leaders Track - The School Leaders Track is designed to meet the needs of local and district administrators as they move their work forward in improving teacher and student outcomes.

**Register for the
Leaders Track**

School Counselors Track - The School Counselors' Institute is a VIRTUAL two-day training specifically designed to meet the needs of school counselors in implementing a comprehensive and data driven school counseling program.

**Register for the
Counselors Track**

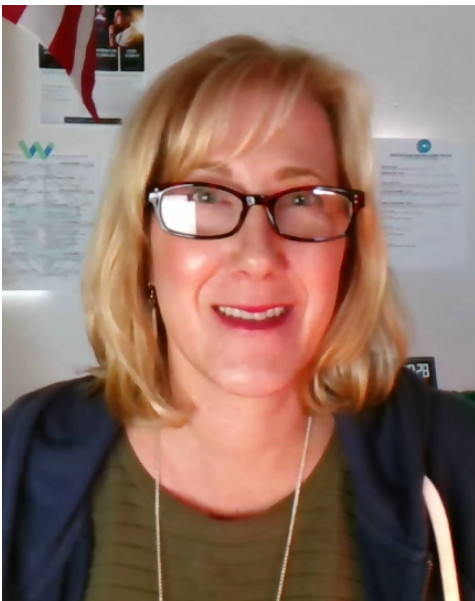
www.azed.gov/tilcciconferences/tilc

Troops to Teachers

After 25 plus years of helping service members become educators, the national Troops to Teachers program will be coming to an end next month. Though this is an unfortunate decision for participating states, the Arizona Dept. of Education is committed to helping those who seek to enter the profession.

On May 17, 2021, a new chapter will begin...Troops to Educators! Following similar guidelines as the former program, those with at least four years of honorable service can utilize this service as well as their spouse to become an educator. Spouses are an integral part of the military and are often overlooked, but their behind-the-scenes devotion supporting the mission on the home front and abroad warrants inclusion.

Troops to Educators will also have another significant difference in how 'Educator' is defined. Most would say an educator is the same as a teacher; however, many more support children in the learning continuum. These ancillary educators are an integral part of learning. They help maintain facilities, provide transportation, prepare food, solve technical issues, and many other support roles. With their support, children thrive, and teachers can teach. Look for more information in the coming weeks at www.azed.gov.



Janet Hartkopf - Cyber Program Director, Basha High School

Educator Preparation Programs

In addition to working on updated program approval rubrics, we have been updating processes to make it more efficient for EPPs to submit Institutional Recommendations (IRs) for program completers. Once a student completes a preparation program, our EPPs will now have an electronic method to submit IRs to the ADE which will ultimately make it more efficient and secure for a candidate to obtain certification.

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.