

# ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



## In this Issue

- 1 Welcome
- 2 Current Projects: Professional Learning
- 3 Current Projects: Technology, Arizona Teachers Academy
- 4 Educator Spotlight: Madison ESD Educator Awards
- 6 Educator Spotlight- Call for nominations
- 7 Early Childhood Education
- 8 Troops to Educators
- 8 Educator Preparation Program

## Back to School

Welcome back to school! We hope everyone has a wonderful 2021-2022 school year.

We are looking for suggestions for upcoming issues. If you have a topic idea, a professional learning opportunity, want to showcase an award winner, or share an educator spotlight story- email us at: [teach@azed.gov](mailto:teach@azed.gov)

To sign up for our mailing list or to read previous editions, please visit:

<https://www.azed.gov/teach/educator-recruitment-retention-newsletter>

## Current Projects

### Supervisors of Principals' Academy

The Arizona Department of Education (ADE) is excited to offer a new free professional learning opportunity for leaders of Arizona local education agencies (LEAs) responsible for supervising school principals- the Supervisors of Principals' Academy (SOPA).

Effective school leaders help create school climates rooted in high-quality instruction and engaged learners and families; committing time and resources to develop and supporting principals can yield a strong return on investment. ADE is sponsoring this free professional learning academy, in partnership with the Regional Educational Laboratory (REL) West and the West Comprehensive Center at WestEd, to help LEAs learn ways to maximize the role of the principal supervisor to develop and support principals' instructional leadership. Join us to build your own skillset in how LEA leaders can organize to improve principal supervision, develop skills in principal observation and feedback, and learn from other leaders engaged in this work.

SOPA is a two-year cohort consisting of in-person whole group sessions, virtual sessions, individual coaching sessions, and collaboration with other participants via an online networking platform.

Join us- Our next cohort begins September 2021

**Space is limited- for more information and to register, please contact us at: [teach@azed.gov](mailto:teach@azed.gov)**



**SUPERVISORS OF  
PRINCIPALS' ACADEMY**



**PRINCIPALS' ACADEMY**

### Principals' Academy

The Arizona Department of Education has developed a new and exciting free professional learning opportunity for principals, assistant principals, and other personnel charged with the responsibility of observing and evaluating teachers.

The Principals' Academy is designed to provide tools, strategies, and resources to assist those charged with supporting teacher practice in the observation, reflection, and feedback process. It is a complete package for aspiring, new, and veteran principals, assistant principals, coaches, mentors, and other instructional leaders seeking to elevate their coaching and leadership techniques and skills while meeting the criteria for being a qualified evaluator.

Completers of the Principals' Academy will receive a certificate and will meet the criteria stated in ARS §15-537(F)(4) for qualified evaluators.

Our August 2021 cohort is now full. Please join us for our October cohort:

October 5 8-11:30a, October 12 8-11:30a, October 19 8-11:30a, December 7 8-11:30a  
(please plan to attend all sessions)

**Space is limited- for more information and to register, please contact us at: [teach@azed.gov](mailto:teach@azed.gov)**

## Current Projects

### New Technology Resource for Teachers, Administrators, and Families

Arizona Department of Education's Technology Task Force is proud to release the culmination of its work over the past year.

Superintendent Hoffman convened the task force in June of 2020 to address longstanding access and digital equity issues for Arizona's students and families - problems exacerbated by COVID-19. Over the past year, the group met monthly, creating resources for teachers, school leaders, and parents. The task force also provided long-term recommendations for ADE and a whitepaper on the digital divide in rural Arizona. From that work, ADE also launched a new technology page located at [azed.gov/technology-hub](https://www.azed.gov/technology-hub). The website will serve as a one-stop-shop for technology resources, federal E-Rate program information, as well as broadband programs for school leaders.

<https://www.azed.gov/technology/welcome>



### Arizona Teachers Academy News

Arizona Teachers Academy (ATA) now offers assistance for a Dual Enrollment Credential

Interested in becoming Dual Enrollment credentialed? Check out this new opportunity to grow the dual enrollment instructor pipeline. ASU and NAU recently developed their websites and launched their programs that allow high school teachers access to the Arizona Teachers Academy scholarships to become credentialed (or maintain) a dual enrollment credential.

For more information, check out these websites:

<https://nau.edu/coe/arizona-teachers-academy/dual-enrollment/>

<https://graduate.asu.edu/future-students/explore-graduate-college/asu-dual-enrollment-courses-high-school-teachers>

<https://www.azed.gov/teach/enter-the-profession/arizona-teachers-academy>

## Educator Spotlight

Over the summer, the Madison School District highlighted several staff and educators through their Truly Extraordinary Awards. We are excited to share these recognitions of some of our state's incredible educators.

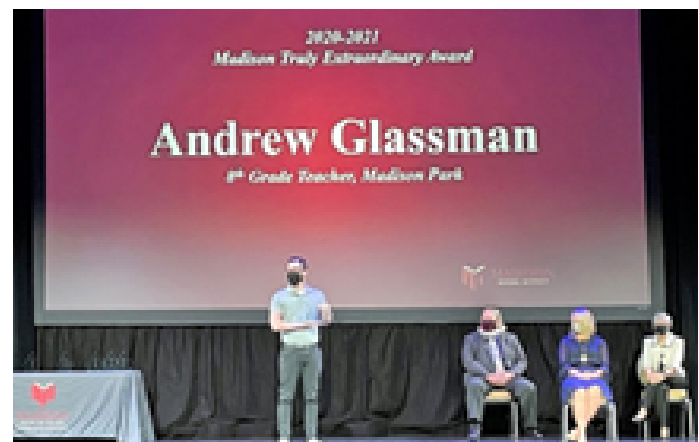
Barb Carson, Madison teacher and guest teacher. Barb Carson has been serving the Madison community for 35 years as both a teacher and a proctor. Mrs. Carson has impacted the District in such a way that her students have come back to work as teachers or in the Community Education Department. Barb provides support and instruction for students with special needs, for English language learners, for gifted learners, and for any student in need. She is always willing to find ways to help students and educators be successful. Congratulations, Barb!



Emily Faucher, 1st-grade teacher at Madison Simis Elementary. Ms. Faucher has provided the opportunity for children to blossom during a year when everyone said kids would fall behind. Her smile warms the room. Her energy keeps students excited and ready to learn. She communicates with parents and truly cares about each of her students. Multiple Simis parents have said, "I couldn't have survived this online thing without Ms. Faucher." To say she is an incredible teacher would be an understatement. Ms. Faucher truly goes above and beyond each and every day.

Andrew Glassman, 8th-grade math teacher at Madison Park Middle School.

Mr. Glassman is an extraordinary teacher. In the classroom, he gives both online and in-person students every opportunity to succeed by teaching effective math strategies, providing video walkthroughs for skill-building, and activities that incorporate meaning into math. He provides immediate personal feedback during the lesson, weekly overviews for passing and improving grades, and consistent weekly communication home to praise and/or encourage students' success. Mr. Glassman continues to be a strong, positive supporter of the Madison School District. Thank you for being truly extraordinary!



## Educator Spotlight



Christine Goodfarb, Secretary II and Registrar at Madison Meadows Middle School. Christine continuously gives so much to others to benefit the district, school, children, teachers, and community. She has served many positions on the PTM Board over the years, along with being the PTM Co-President, and is now working in the Meadows front office. Christine is constantly thinking outside the box to make sure students and teachers have what they need. If there's not a way, she finds a way to make sure there is no teacher or student need that goes unmet.

Thank you, Christine, for all you do!

Carrie Lifshitz, Odyssey of the Mind Coach at Madison Meadows Middle School. Carrie is dedicated, supportive, extraordinary, and caring. A truly supportive parent and active participant in the community, she has helped create a warm and welcoming environment in which students and parents alike can become involved. Meadows was fortunate enough to gain Carrie as an Odyssey of Mind Coach 8 years ago, where she continues to go above and beyond on a daily basis. She develops a fabulous rapport with students, staff, and families involved in OM. Thank you for all that you do, Carrie!



## Educator Spotlight

### Attention Superintendents, Principals, and LEA leadership:

State Superintendent Kathy Hoffman is asking school leaders - principals, superintendents, or LEA leadership - to submit exceptional educators for inclusion in her "Outstanding Educators Group."

Specifically, she hopes to recognize educators with at least five years of experience in the classroom. The ideal candidates for this group will be classroom and community leaders who have made a large impact on their school and students' outcomes, but who have not previously received recognition or awards in their teaching careers. Currently, we are accepting nominations for classroom teachers, principals, and specialists that currently work in just one school.

If selected to be a part of the Outstanding Educators Group, educators will be called on at various times in the coming school year to share their stories and perspectives and help inform the work of the Arizona Department of Education.

**Please only submit a nomination if you are a Superintendent, LEA leadership, or Principal**

**(submissions from teachers will be discarded)**

<https://forms.office.com/r/rKdCNR4v3k>

Please reach out to [teach@azed.gov](mailto:teach@azed.gov) with any questions about this application.



## Early Childhood Educators

### Early Childhood Education Professionals

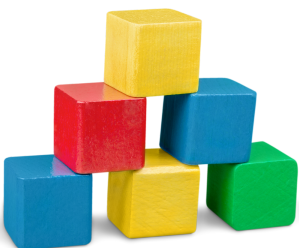
Do you have early childhood education professionals under your supervision? Did you know that there are professional learning organizations to support them? Did you know that some professional learning organizations offer bonuses and incentives to grow and retain your early childhood education staff? There are more opportunities out there than you might think specific to early childhood educators!

Arizona Division of Early Childhood (AZDEC) is a professional learning organization for early interventionist and early childhood special educators. AZDEC offers coffee chats for educators to attend virtually and coalesces around specific hot topics early educators face in the field, in addition to low-cost professional development! They offer grant opportunities to early childhood educators for up to \$600 three times a year to purchase materials, AT devices, family engagement materials, additional PD, and field trips for students and families. Email [azdec48@gmail.com](mailto:azdec48@gmail.com) to inquire about what they are up to this time of year.

Southern Arizona Association for the Education of the Young Child (SAZAEYC) believes all young children should thrive and learn in a society dedicated to ensuring they reach their full potential. SAZAEYC promotes high-quality early learning for all children, birth through age 8, by connecting practice, policy, and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of young children. SAZAEYC offers an annual conference in Tucson every year at the University of Arizona, they host social events to stay up to date with their work and have monthly discussion groups. As a SAZAEYC and NAEYC member, you join the largest national network of early childhood teachers. As a professional you learn about new ideas in the field, receive book and conference discounts, and experience support from your colleagues. You can visit their website for more information. <https://www.sazaeyc.org/>

Arizona Associate for the Education of the Young Child (AZAEYC) believes that all young children thrive and learn in a society dedicated to ensuring they reach their full potential. AZAEYC promotes high-quality early learning for all children, birth through age 8, by connecting practice, policy, and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate and work on behalf of young children. AZAEYC believes in advancing the ECE profession through scholarships and professional development. For more information about how to access scholarship awards, connect with AZAEYC, and utilize their resources like the AZ Toolkit, check out their website <https://www.azaeyc.org/advance-our-profession/scholarships/>

First Things First (FTF) offers scholarships and incentives to advance the careers of early childhood educators. The FTF College Scholarship provides the early childhood workforce working directly with or on behalf of young children birth through age five access to education and training to achieve degrees, credentials, and specialized skills to promote children's development. The FTF College Scholarship may only be accessed by members of the Arizona Early Childhood Workforce Registry. Please contact the Arizona Registry at [info@thearizonaregistry.org](mailto:info@thearizonaregistry.org) or 1.855.818.6613 to apply for a scholarship. In addition to this scholarship, there are many more listed for early childhood professionals on the Arizona Early Childhood Career and Professional Development Network website. <https://azearlychildhood.org/advance-your-career/scholarships-and-incentives/>



## Troops to Educators

Arizona Troops to Educators (TTE) has already seen a great response in requests for assistance since its launch on May 17, 2021, with a significant increase in requests for SkillBridge internships. SkillBridge allows active-duty service members the opportunity to finish out their careers with participating organizations up to 180 days from separation. Currently, TTE's program is aligned for a maximum of 90 school days with flexibility built-in based on the organization, military, and service member's availability. LEA's interested in providing internship opportunities in the classroom or other support roles may request a zoom meeting at [www.azed.gov/troops2teachers](http://www.azed.gov/troops2teachers) to find out more about this tremendous no-cost option for your organization.

## Educator Preparation Programs

A message from one of our approved educator preparation programs:

# klassroom

Become a Teacher in Nine Months!

Do you know someone who wants to become a teacher? Do you have Paraprofessionals on your staff that have the desire and talent to become certified teachers? What about all those qualified substitute teachers and volunteers?

Approved by the Arizona State Board of Education in 2019, Classroom's Teacher Certification Program (TCP) is a breakthrough alternative certification program that prepares aspiring teachers for the classroom at an accelerated pace.

With a bachelor's degree, and a commitment to six months of online coursework and a 3-month clinical placement experience in a K-12 school, interested and qualified individuals can become Arizona certified teachers! In an effort to make certification fast, convenient and accessible to all, Classroom TCP's core curriculum is asynchronous and delivered 100% online. It includes on-demand lessons with weekly assignments that are supported by a TCP online mentor and TCP peers in a learning cohort. Following core coursework, the clinical placement component provides an immersive 12-week opportunity for prospective teachers to bring theory and practice together in a meaningful way in Arizona classrooms.

And for School Administrators - The clinical placement can also be completed as an emergency hire or long-term substitute position! TCP's state certification offers licensure for both elementary and secondary education and can be completed in as little as nine months and at a fraction of the cost of traditional on-campus programs. We anticipate adding special education licensure by 2022!

In addition to certifying and developing great teachers, Classroom further supports Arizona schools by providing teachers with access to job opportunities throughout the state upon completion of the program.

You can learn more about Classroom TCP using the link below:

<https://www.klassroom.com/az-teacher-certification#about-klassroom>

or contact the Arizona Teacher Preparation Coordinator:

Cathy Freericks, Ed.D.

[cathy@klassroom.com](mailto:cathy@klassroom.com)

480-529-9898