

# ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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## National Principals Month

Principals play a key role in educator retention.

According to [The Learning Policy Institute](#): "Principal leadership and support are among the most important factors in teachers' decisions about whether to stay in a school or in the profession (see Figure 1). Studies across the nation have found that the quality of leadership can have a large effect on teacher turnover. In fact, teachers often identify the quality of administrative support as more important to their decision than salaries. One recent study found that improvements in school leadership were strongly related to reductions in teacher turnover."

The ERR team is proud to support Arizona Principals all year and want you to know how grateful we are for all you do for our teachers, staff, and students.

## Current Projects

### Arizona Teacher Residency Program

Superintendent of Public Instruction Kathy Hoffman, the Arizona Department of Education, and Northern Arizona University recently announced the creation of the Arizona Teacher Residency, a first-of-its-kind graduate program in Arizona modeled after medical residencies, to help recruit, prepare, support, and retain K-12 teachers. The two-year program will provide aspiring teachers with in-classroom experience, living stipends, a master's degree, and a job at a partnering school district.

The Arizona Department of Education awarded the Arizona K12 Center at Northern Arizona University with a \$5 million grant from the Elementary and Secondary School Emergency Relief Fund to design, launch and expand the Arizona Teacher Residency in response to the state's teacher shortage and high teacher turnover rate.

Click [here](#) to read more and see ABC15 news coverage [here](#).



### ESS Updates:

The U.S. Department of Education in a [press release](#) announced a new resource: [Supporting Child and Student Social, Emotional, Behavioral and Mental Health Needs](#) to enhance the promotion of mental health and the social and emotional well-being among children and students.

For information about upcoming social-emotional learning workshops offered by Exceptional Student Services, review [this flyer](#).

### Post-School Outcomes Survey Data

Between June 1 and September 30 of this year, Public Education Agencies (PEAs) statewide worked hard to reconnect with former students who had IEPs when they exited high school during the 2019–2020 school year. Through their efforts, 6,245 former students responded to the survey, for a 78.7% participation rate with 71.8% of respondents engaged in postsecondary education/training or employment. A more detailed view of this year's Post School Outcomes (PSO) Survey results will be posted on the PSO Website by October 31, 2021.

PEAs that performed exceptionally this season to complete PSO requirements are highlighted on the PSO Celebration Website. Please join us in congratulating Arizona's exemplary PEAs for their hard work and dedication!



## ARIZONA DEPARTMENT OF EDUCATION

# ARIZONA EDUCATION JOB FAIR



**FEBRUARY 26, 2022**  
**8A-3P**

## DISTRICTS & CHARTERS NOW HIRING:

PARAPROFESIONALS

TEACHERS

SUPPORT STAFF

ADMINSTRATORS

RELATED SERVICE  
PROVIDERS

CLASSIFIED STAFF

Renaissance Phoenix Glendale Hotel & Conference Center  
9495 W Coyotes Blvd, Glendale, AZ 85305

Registration coming soon- [www.azed.gov/teach](http://www.azed.gov/teach)

## National Principals Month

The first National Principals Month was held in October 2013, and the month of esteem has been celebrated annually ever since. The national recognition of school leaders came about from a partnership of the American Federation of School Administrators, the National Association of Elementary School Principals, and the National Association of Secondary School Principals professional organizations.

This dedicated time of recognition is an opportunity to honor the critical role administrators play in school success. Principals are resilient leaders and community staples who set the tone on their campuses and establish a culture of success within their schools. Principals meet needs and rise to ever-changing occasions to affect lives. The impact of principal leadership is realized and felt by fellow educators, students and families, community stakeholders, and state and national officials.

School leaders are called to be effective managers of their school buildings, staff, and students. Arizona principals are doing notable work in settings that run the gamut—from traditional public schools to charter and private schools—in a variety of locations, from rural towns to suburban communities, and urban cities. Principals are facility captains and instructional leaders who drive learning and development. After teaching, principal leadership is among the most influential factors to affect student learning. Principalship has also been found to impact teacher retention. The Wallace Foundation recently reported that positive school outcomes are strongly tied to a principal's ability to establish a work environment of trust, collaboration, and coaching, as well as to their ability to support authentic, relevant, and ongoing improvement.

Principals work hard, and the impact of their effort is evident at every organizational level of the school systems under their charge. With their essential and inspiring work in mind, we give a round of applause and big "thank you!" to the incredible Arizona principals serving in our schools.

**October is a time to celebrate the principalship- but our team celebrates Arizona's incredible principals year-round. We want to know about Arizona's amazing school leaders, so please email us about your favorite principal at [teach@azed.gov](mailto:teach@azed.gov)**



National Association of Secondary School Principals. National Principals Month: Celebrating the principalship nationwide. Retrieved from <https://www.nassp.org/national-principals-month/>

National Blue Ribbon Schools Program. National Principals Month: Great Schools have Great Principals. Retrieved from <https://nationalblueribbonschools.ed.gov/tag/national-principals-month/>

National Principals Month. What Is National Principals Month? Retrieved from <https://www.principalsmonth.org/>

Wallace Foundation, (2021). How Principals Affect Students and Schools. Retrieved from <https://www.wallacefoundation.org/knowledge-center/Documents/How-Principals-Affect-Students-and-Schools.pdf>

## NAU Rural and Small Schools Resource Center

### Hot Topics & Current Research Articles - [naurcc.org](http://naurcc.org)

This month please read an article written by Dr. Melissa Sadorf, Superintendent of the Stanfield Elementary School District, on the US Department of Education School Ambassador Fellowship Program. Dr. Sadorf describes the program and highlights how rural issues in Arizona can gain a national audience through participation.

NEW Resources Section Videos (Click on the resources section tab on the top right-hand side of the website)

See two new videos added to the School Facilities section on the resources page. We will continue to add videos to this section as time progresses.

- Adjacent Ways: Understanding Where to Start - Provided by Mike Fisher, Littleton Elementary School District, Lisa Folsom, Sunland Asphalt & Construction, and Elizabeth Glaesman, Nations Group.
- Using Google Drive for Facility Information and Management - Provided by Kristin Turner, Superintendent, Paloma Elementary School District  
Video Topics and Development

Do you have a topic that can help others and are willing to record a short 3 to 5-minute video on the subject? If so please reach out to one of us!

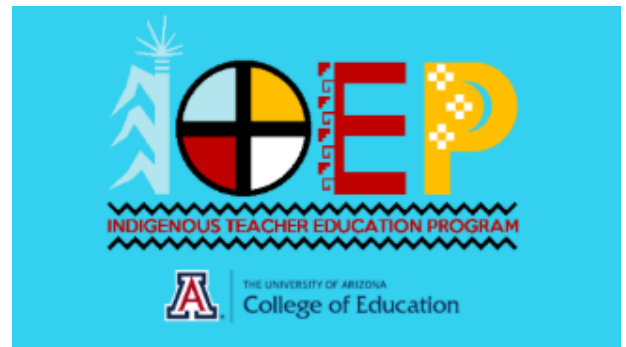
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## ITEP

The Indigenous Teacher Education Program (ITEP) at the University of Arizona College of Education is hiring for 2 Program Coordinator positions.

Please read the full job posting on how to apply,  
<https://arizona.csod.com/samldefault.aspx>

Job Posting: req7181



ITEP is seeking applicants who understand the social, cultural, and political contexts of Indigenous communities to strengthen Indigenous education programming. Feel free to forward to someone you know who might be interested and/or share on Instagram (@ITEP\_UA) or Facebook (@UAITEP)!

## Educator Spotlight

Lake Havasu Unified School District has leveraged grant dollars over the years to invest in teacher induction and continuous professional development. LHUSD has focused on developing the skills of educators whether they are first year, alternative certification teachers or veteran master teachers. This year, LHUSD went from two full time release coaches to five. Coaches support teachers new to the district, but they also serve as experts in all areas related to student achievement. Lake Havasu has also committed to supporting the work of National Board Certification. In 2019, the Five Core Propositions were used as the framework for their teacher evaluation. The Core Props now serve as the foundation for all professional learning in LHUSD.



The Student Achievement Department pictured from left to right are:

Marsha Becker, NBCT - CTE Coordinator; Jaime Festa-Daigle, NBCT - Director of Student Achievement; Larry Olsen - Master Match Coach; Ginny Sautner, NBCT - Curriculum Coach; Jackie Murphy, NBCT - Instructional Technology Coach; Jamie Thuneman, NBCT - Assessment and Accountability Coach; Christie Olsen, NBCT - Professional Learning Coach.

## Educator Spotlight

Mia Demelo - Special Education Teacher - Las Sendas Elementary

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Emma Horlick, Instructional Coach, The Leona Group, Skyview High School

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Thank you Principal Don Goodman for sending us this picture and caption:  
"Morenci High School teaching staff right before the 2021 high school graduation... the BEST teaching staff in AZ!"

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## National Suicide Prevention Month- Resources from AZ School Psychologists Association

Awareness of youth suicide has increased over the years as evidenced by recognition of National Suicide Prevention Month (September), increased state resources (e.g. creation of the position of Suicide Prevention Specialist at AHCCCS), and in the media (e.g., 13 Reasons Why; Dear Evan Hansen). After we become aware of a problem the next step is to determine what can be done about it and how we will monitor data to determine if our efforts are working.

Connecting to Tier 1 prevention resources, resources that can be provided to all, is also becoming easier. Associations like the National Association of School Psychologists (NASP) provide readymade materials for parents, teachers, and teens.

[Preventing Suicide: Guidelines for Administrators and Crisis Teams](#)

[Preventing Youth Suicide: Tips for Parents & Educators](#)

[Suicido juvenil: Consejos y datos breves](#)

[Save a Friend: Tips for Teens to Prevent Suicide](#)

Provision of Tier 2 intervention services helps identify students at risk of suicide. Universal social-emotional screeners are one way to collect data on a variety of related variables including school climate, connectedness to peers and adults, consideration of self-harm, and also a chance for students to report if they have heard others mention self-harm. Tools like Doll et al.'s [Resilient Classrooms](#) can help schools monitor these related variables and identify students in need.

Tier 3 services to students in crisis need to be readily available to all Arizona students. Go ahead and find out if your district has suicide prevention and response policy (e.g. [Model School District Suicide Prevention Policy](#)) and identify your role in prevention and intervention efforts. [The Arizona Department of Education](#) and [AHCCCS](#) also have suicide prevention resources available to schools (e.g., SafeTalk, ASSIST). As always, your district's school psychologists have the expertise and desire to assist you with suicide prevention efforts, don't hesitate to reach out and consult! #itswhatwedo.



Thank you to Marsha Spencer  
PhD, NCSP, UA Chandler School Psychology Program Director,  
and 2020 Arizona School Psychologist of the Year for providing  
this valuable information



## Educator Preparation Programs

The Arizona Department of Education Educator Recruitment and Retention team will host the Quarterly Educator Preparation Program Meeting on October 28 with all approved programs. We will be discussing new requirements for SEI attestation, new State Board of Education approved certification guidelines for teaching assignments document and the new literacy endorsement requirements.

We will also give an overview of the newly redesigned EPP portal that all EPPs use to submit program approval/renewal documents. The redesign has made huge improvements in not only the look and feel, but the efficiency and the usability of the site.

## Troops to Educators

We are looking for LEAs who would like to host a Skillbridge intern in their schools, email [lee.fernwault@azed.gov](mailto:lee.fernwault@azed.gov) to get started.

About the program:

The Skillbridge program prepares military personnel for a hands-on training approach that leads to an Arizona career in education.

Do you have the passion to help your community or to develop Arizona's next generation of students? Your skills, training, and global perspective are a perfect match for today's students. Internships leading to positions as a teacher, paraprofessional, or support staff member are available. Please contact the Education Office for your base's specific requirements. Once approved you will be assigned to participating districts in your area to begin an internship of up to 18 weeks.

General Requirements: 180 days prior to separation, under honorable conditions, and with command approval.



Renee Wilson- 6/7th  
Language Arts Teacher and  
NJHS Advisor, Cheyenne  
Traditional School Scottsdale  
Unified School District