

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



In this Issue

- 1 Welcome
- 2 Current Projects: National Webinar, ASPAA Conference, standards feedback
- 3 Educator Resources
- 4 LEADS program
- 5 NAU RRC Updates
- 6 Educator Spotlight
- 8 AzABSE
- 9 Discovery Education Resources

Thank you

The ADE Educator Recruitment and Retention Team has been doing outreach with educators across Arizona and know that the past few months have brought many to a breaking place. We continue to advocate on your behalf and offer our full support. Please reach out if you need assistance.

We are so thankful for each one of you working in our schools. To our support staff, our maintenance crews, food service workers, and bus drivers, educators and administrators, and to ALL adults working so hard for students, thank you.

We are grateful and thankful for you.

Current Projects

The Educator Recruitment and Retention team presented at the Arizona School Personnel Administrators Association (ASPAA) Conference in Prescott November 17-19. Along with the certification team, we talked about relevant topics for the field and enjoyed connecting with the state's human resources leaders.

We were proud to be included in a national webinar: Arizona's Supervisors of Principals' Academy: One State's Response to Evidence on Principal Pipeline Supports.

Hosted by REL West, this 90-minute webinar presented strategies to create the most effective system of support for principal supervisors based on research about the evolving role of such supervisors in supporting principals. The webinar also shared a firsthand experience of how ADE implemented these strategies to create the Supervisors of Principals' Academy.

The webinar addressed the following topics:

- Research on principal supervisors and their impact on school leaders.
- Strategies that state education agencies can use to create a system of support for principal supervisors.
- Arizona Department of Education programming for principal supervisors.

The ADE ERR team is looking for public comment on two draft professional model standards before presenting them to the State Board of Education.

The Arizona Principal Supervisor Standards and the Arizona Teacher Leader standards are based on national standards, with editing and reimagining from Arizona educators and education stakeholders.

We are now looking for feedback from the field to ensure they best meet the needs of Arizona educators. These standards will not be required but used as guidance for interested local education agencies.

[Click here to review the draft Principal Supervisor Standards](#) (Feedback form link on the last page)

[Click here to review the draft Teacher Leader Standards](#) (Feedback form link on the last page)

Educator Resources

Arizona State University and Valle Del Sol are partnering with K-12 teachers to cultivate an effective classroom environment for children and youth across Arizona. Join the learning community of teachers, counselors, and social workers to develop a set of skills to help develop our young people.

<http://survivalguideforteachers.com/>

SPECIAL EDUCATION TEACHER FELLOWSHIP (STUDENTS WITH AUTISM)



Teachers selected receive:

- \$3000 stipend
- Funded Conference (Travel & Hotel)
- Professional Development
- classroom Resources

For more information please visit:
<https://www.neurodiversitycenter.org/>



National Science Foundation
WHERE DISCOVERIES BEGIN

ASU Mary Lou Fulton
Teachers College
ARIZONA STATE UNIVERSITY

LEADS Program

Leadership for Equity And Diversity in Special-Education-Administrators (LEADS)

Arizona State University (ASU), in collaboration with Northern Arizona University (NAU), has recently been awarded a U.S. Department of Education grant to prepare leaders in special education who are committed to inclusionary practices for diverse students through four-year doctoral study (EdD). The start date of the program will be in May 2022. LEADS involves core courses, special education leadership coursework, practicum during the summer, and an action research/dissertation. With courses offered in a flexible format both online and on weekends, participants will be able to maintain their current employment. They will conduct an action research dissertation related to a significant problem of practice in their area of employment.

The grant will cover participant costs with full tuition, a stipend, materials, and travel. Additional financial support is available for conference participation, books, and research-related computer software. The grant has a stipulation that requires students to sign a service agreement.

Scholars will have the opportunity to work with expert researchers and special education leaders and their peers at both universities; receive travel funding to present joint projects at research forums and policy events; access focused seminars, apprenticeships, and mentored internships; and engage in professional development activities.

Admission requirements include:

- License in special education or related field
- Employment providing services to individuals with disabilities PK–12
- OSEP service obligation
- Admission to ASU Graduate School
- Admission to MLFTC Leadership and Innovation Program
- Admission to the LEADS program

The pre-application deadline is January 31, 2022.

For specific questions or to obtain more information, please see the LEADS web page or contact:

Kevin Laack
Director of Recruitment, Mary Lou Fulton Teachers College
Arizona State University
GradEducation@asu.edu
602-543-3434



Tamara Atene- Social Studies Teacher,
Shonto Preparatory Technology High School

NAU Rural and Small Schools Resource Center

NAU Rural and Small School District (WWW.NAURRC.ORG) Website Updates:

Hot Topics & Current Research Articles

This month please read an article written by Dr. Rose Ylimaki, Del & Jewell Lewis Endowed Chair, Northern Arizona University. In the article, Dr. Ylimaki describes the Arizona Initiative for Leadership Development and Research (AZiLDR) program, which is a two-year development model aimed at improving working conditions, teacher retention, leadership capacity, and sustainable school improvement amidst the challenges of COVID-19. Districts interested in the program are provided information regarding its features and are encouraged to reach out to Dr. Ylimaki.

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

See two new resources added to the site this month (see the Governing Board Relations section). We will continue to add videos and written resources to this section as time progresses.

- Appointing Board Members - Provided by Yavapai County Superintendent, Tim Carter. The video speaks to the appointment process and helps districts to better understand how to navigate this system.
- Effective Board Meeting Assessment - Provided by Dr. Nic Clement, Ernest W. McFarland Citizen's Chair in Education, Northern Arizona University. Dr. Clement provides a helpful document on how to assess the effectiveness of your board meetings.

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!

Dr. Howard Carlson - howard.carlson@nau.edu, Pat Buchanan - pat.buchanan@nau.edu, Dr. Melissa Sadorf - msadorf@roadrunners24.net, Ms. Kristin Turner - kturner@palomaesd.org

Rhonda Lee- ESS Teacher,
Shonto Preparatory Technology High School



Educator Spotlight

Please help us celebrate Mrs. Kristen Kvaran! She is one of four teachers who have won the 2021 Raytheon Leaders in Education Award, and the first to win in the new category recognizing the importance of Pre-K teachers in education! Kristen is our first TVUSD teacher to receive this award. Congratulations, Mrs. Kvaran!

Kristen has taught preschool through third grade since 2005. Over the years, she has held many leadership roles, including grade level chair, mentor teacher, and literacy committee chair. She traveled to Italy to study the early childhood centers in Reggio Emilia, and then helped open Tanque Verde Community Preschool in 2019 as the Director and special education teacher. She is active in various local and national organizations, including Tucson Children's Project, NAREA, and SAZAEYC. She currently serves on the TREC Advisory Board and the TVT Teacher Advisory Board. Last year, she was selected as one of two United Way Literacy Champion winners.



"Kristen has been pivotal in helping the district launch its dream of having a preschool option for the Tanque Verde community." -Dr. Scott Hagerman, Superintendent

"Kristen brings great energy and enthusiasm to our school and community. She embraces and celebrates all students, and works tirelessly to create a program that is meaningful and inclusive. I am inspired every time I visit her classroom and watch her work with children." - Emma Batty, Principal

"Kristen sees each student as unique and capable of learning. This powerful belief has built a strong preschool program where students with disabilities learn alongside their typically developing peers. Her teaching is creative, highly engaging, meaningful, and develops literacy skills in our young learners that promote a lifelong love of literature and language. It is a joy to work with her and have her in our community." -Tiffany Hodge, Director of Student Services

Educator Spotlight

Shannon Allison- ELA Teacher, Shonto Preparatory Technology High School



Julio Somebrero- CTE Teacher,
Shonto Preparatory Technology High School



Raul H. Rascon, M.ED.-
Master Teacher,
Southwest Junior High School



Betty Ray-Navajo Language Teacher, Shonto Preparatory Technology High School

Arizona Alliance of Black School Educators

Educators Supporting Future Educators

The AzABSE Student Commission, founded by the Arizona Alliance of Black School Educators, (AzABSE), is an educator-inspired project to promote the teacher workforce. AzABSE is a professional network that is working to improve opportunities and achievement for African American students, school staff, administrators, families, and communities. The AzABSE Student Commission is a group of stakeholders comprised of undergraduate and graduate students, in-service educators, and higher education representatives who provide teacher candidates with culturally relevant mentoring support, connections, and professional development.

The AzABSE Student Commission meets monthly with college students who are preparing to one day enter the classroom and teach. The commission draws on educator expertise, as well as partners with state colleges and universities to establish connections with higher education and provides access to sound resources related to the field.

If you are an educator who knows an African American teacher candidate who would be interested in the AzABSE Student Commission, feel free to share the AzABSE Student Commission registration link found [here](#).



Discovery Education



December Highlights for Discovery Education

Timely & Relevant Resources



Celebrate [Hanukkah](#), [Christmas](#), and [Kwanzaa](#) (All Grades)

Celebrate all the winter holidays in your classroom this December and broaden students' perspectives of the world around them!

[World Soil Day](#) (All Grades)

Explore dynamic changes to the surface of earth and the development of one of Earth's most precious resources: soil. Raise awareness of the importance of maintaining healthy ecosystems and human well-being by addressing the growing challenges in soil management and much more on December 5th!



[International Day of Persons with Disabilities](#) (All Grades)

Join the global community as they come together to advocate for the rights and well-being of people living with disabilities and to make society more inclusive for them. Raise awareness in your classroom with these digital resources.

[International Mountain Day](#) (All Grades)

Did you know December 11th is International Mountain Day? Use the resources in the Weathering and Erosion channel for students to explore the natural process that causes changes to Earth's surface when rocks crumble, crack and break.



[Click here to access the entire Discovery Education PDF with clickable links to all resources](#)



NEW Virtual Field Trips & Events: December 2021

Close out the year with virtual experiences to engage your students and level-up your learning!

Virtual Field Trips



[Making a Life: The Strength of a Refugee](#)

Premiere: December 9 at 10 AM PST / 1pm EST
Grades 3-5

Dive into the history and legacy of the Kindertransport and explore with students what it means to be a refugee. Explore how refugees adjust to their new homes and cultures and celebrate the strength people can have in times of great change. [Learn more](#) and [register today!](#)



Explore the [Virtual Field Trips Channel](#) to inspire wonder in any learning environment as students are immersed in exciting new adventures and authentic human stories covering a variety of diverse perspectives.

Professional Learning Webinars

A Few of our Favorite Things | Tuesday December 14th, 7pm ET

Join fellow DE community members to hear about a few of their favorite resources of 2021! Learn which videos and channels were the most engaging, which activities saved the most time, and which resources made the biggest impact.

Maximize Your Merry: Top Time-Saving Tips | Thursday December 16th, 7pm ET

Level-up your learning just in time winter break! Join fellow DE community members to hear their best time-saving tips and strategies so you can get a head start on 2022 and have a stress-free winter break!

[Learn More & Register Today](#)



Discovery Education



Subject & Grade Level Specific Content

Elementary: PreK - 2

- [Literacy: Vocabulary Development](#) – Find a variety of resources to support students in developing a robust vocabulary in their everyday lessons.
- [Math: Visual Classroom](#) – This series, available in English and Spanish, provides a simple and straightforward approach helping elementary school students to learn math concepts, as well as the related vocabulary.
- [Science: Interactives](#) – Ignite curiosity with this collection of science interactives. Grow a virtual garden, examine energy transfer during a roller coaster ride, simulate the formation of the solar system, discover what daisies and frogs have in common, and so much more.
- [Social Studies: Animated Hero Classics](#) – Explore this series of biographies of scientists, inventors, explorers, and social champions from around Europe, North America, and the Middle East.
- [Health & Wellness: Inner Explorer](#) – Experience Inner Explorer's mindfulness-based stress reduction (MBSR) program through a series of audio-guided meditation practices.

Elementary: 3 – 5

- [Literacy: Fable Cottage](#) – Explore a collection of traditional stories lovingly retold in modern language. Each story is available in video, text, and audiobook formats.
- [Math: Money](#) – Help students understand the important roles of money in their every day lives.
- [Science: Visual Classroom](#) – This series, available in English and Spanish, provides a simple and straightforward approach helping elementary school students to learn science concepts, as well as the related vocabulary.
- [Social Studies: Explorers](#) – Explore a variety of resources to help students understand the impact expeditions have had on history and changed the way we view the world.
- [Health & Wellness: Discover Your Happy](#) – This channel provides science-based tools for educators, students, and parents to show how happiness can be achieved through learnable skills and practices.

[Click here to access the entire Discovery Education PDF with clickable links to all resources](#)



Subject & Grade Level Specific Content

Secondary: 6 – 8

- [Literacy: Audiobooks](#) – Spark student's imagination and explore the full collection of from classic children's stories and fairy tales, to science fiction and famous poetry, to modern young adult favorite.
- [Math: Interactives](#) – Engage in real-world math problems with this collection. Customize race cars using expressions, defend yourself from an army of skeletons using absolute values, find ancient artifacts by exploring a coordinate plane, and more.
- [Science: STEM Careers](#) – Learn about fascinating STEM careers through a variety of resources including career profiles, student activations, challenges, classroom activities, virtual field trips, and more.
- [Social Studies: BESE](#) – Explore this digital news platform which reconstructs and recontextualizes narratives around how young people connect to today's America. Founded by actress Zoe Saldana, each series from BESE promotes inclusivity and navigates the American tapestry of cultures, identities, and nations.
- [Health & Wellness: Prevent Bullying](#) – Explore content that helps students understand what bullying is, provides strategies to stop the behavior, and teaches how to be socially responsible.

Secondary: 9 – 12

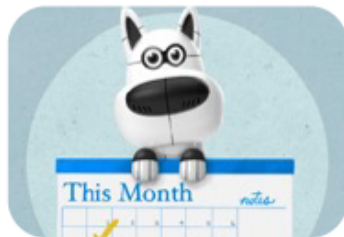
- [Literacy: Common Sense Education: News and Media Literacy](#) – These resources will help students demonstrate the ability to identify, evaluate, and use information effectively, find credible and trustworthy sources, and give proper credit.
- [Math: Pathway to Financial Success](#) – Explore this comprehensive curriculum enhanced by videos, self-paced modules, and cross-curricular activities. Family extensions are available to keep the conversation going at home!
- [Science: Seeker](#) – This series inspires a generation to inquire, interact, and get involved with science. Each episode is dedicated to fostering excitement and curiosity in students.
- [Social Studies: Stuff You Missed in History Class Podcast](#) – Join history buffs Holly and Tracy as they uncover extraordinary details about lesser-known and misremembered people, far off places, and the most fascinating events throughout history.
- [Health & Wellness: Operation Prevention](#) – Explore engaging tools that are aligned to national health and science standards and integrate seamlessly into classroom instruction. Through a series of hands-on investigations, students are introduced to the science behind opioids and their impact on the brain and body.

Discovery Education

[Click here to access the entire Discovery Education PDF with clickable links to all resources](#)



Timely & Relevant Resources



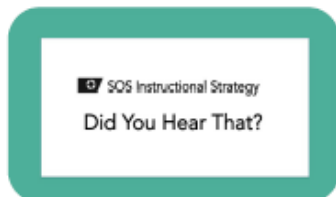
[December Activity Calendars](#)

Explore ready-to-use activities for the month of December that provide students with opportunities to explore their curiosity around a variety of topics in our NEW daily activity calendars for grades K-8. View current and past calendars at any time in our [Activity Center](#).

December Calendars: [K-2](#) [3-5](#) [6-8](#)

[PL Resource of the Month: Self-Paced Interactive Courses](#)

Explore how to find resources and strategies, manage assignments, create checks for understanding in Quiz, and design digital lessons with Studio. You can earn a certificate at the end to submit for credit!



[Strategy of the Month: Did You Hear That?](#)

Get Listening! The SOS Instructional Strategy, Did You Hear That?, encourages students to use mental images they create to write a paragraph or short story after listening to a handful of sound effects. View all strategies in the [SOS Channel](#).

[Feature of the Month: Collaborative Studio Boards](#)

Did you know you can create a Studio board template and then assign it to groups of students? They can then all work on the board together for a collaborative project!



Have ideas for our monthly newsletter? We would love to hear from you! Please send us article ideas, educator stories, school recognitions, or any workforce-related topics.

Email us at teach@azed.gov