

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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Educator Appreciation

May was Teacher Appreciation Month & we are so grateful for all of our amAZing educators. Thank you for all you do for Arizona students. Email us at teach@azed.gov to feature your incredible educators and award winners.

Enjoy your summer!



Current Projects

New Principals' Academy Summer Sessions:

Two virtual cohorts this summer:

Cohort 1: (Must attend both sessions)

June 18 8a-12p

June 25 8a-12p

Cohort 2: (Must attend both sessions)

July 12 8a-12p

July 13 8a-12p

For more information & to register please visit:

<https://www.azed.gov/teach/principals-academy>



PRINCIPALS' ACADEMY



The Arizona Department of Education is partnering with PAXIS Institute to provide training in the evidence-based, trauma-informed PAX Good Behavior Game to all Arizona educators at no cost.

What are Arizona educators saying about PAX?

92% say that PAX took away no instructional time- most say that PAX increased instructional time.

94% say that PAX improved their students' focus, organization, and confidence.

98% say that PAX integrates well with their other programs and curricula in the classroom.

Training is offered in both virtual and self-paced online formats and includes materials and certificates for 6 contact hours of professional development!

The PAX Good Behavior Game provides educators with proven and effective strategies to improve SEL outcomes, student behavior, academic outcomes, and teacher wellness.

Contact paxarizona@paxis.org to schedule a training for your staff or individuals may visit www.paxis.org/pax-arizona to sign up for trainings already on the calendar.

Current Projects

New Supervisors of Principals' cohort beginning soon!

We are now accepting registration for our 2022/2023 cohort. Join leaders from around Arizona for this free professional learning opportunity.



SUPERVISORS OF PRINCIPALS' ACADEMY- (SOPA)

JOIN US!

NEW COHORTS BEGIN EVERY SEPTEMBER

EMAIL TEACH@AZED.GOV TO REGISTER



- Free professional learning opportunity open to all principal supervisors
- 2-year cohort
- In-person & virtual meetings
- Whole group, small group, & individual coaching throughout
- Content-focused on coaching, mentoring, effective principal evaluation, systems change, networking, and more!
- In partnership with WestEd, Region 15 CC, & AIR

www.azed.gov/teach
teach@azed.gov

Current Projects



SUPERVISORS OF PRINCIPALS' ACADEMY

The Arizona Department of Education (ADE) is excited to offer a 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 developing 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.

Cohorts begin each September

To register, please contact us at teach@azed.gov

NAU Rural Schools Resource Center

NAU Rural Schools Resource Center (WWW.NAURRC.ORG) Website Updates:

Hot Topics & Current Research Articles

This month please take a look at an article on competitive grant writing written by Paloma Elementary School District Superintendent, Kristin Turner. In the article, Kristin describes the steps one must follow to both find grants and then write them successfully. Great information!

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

Please be sure to check out the MULTIPLE videos we have put up on the resources page this month.

First, we have a group of videos highlighting state-funded resources which are provided by our partners at the Arizona Department of Education (ADE). You can find these videos in the Current Events & State Funded Resources section of the resources page. Please be on the lookout for many more to come in future months!

Next, we provide the following two videos:

- Employee Investigations - In this video Dr. Barbara Remondini, Superintendent, Wickenburg Unified, discusses the investigation process and provides tips for districts to follow. Very informative! You will find this video in the HR section of the resources page.
 - Governing Board Policies - Claire DeChambre, Partner, with Hufford, Hortman, Mongini, Parnell, and Tucker, P.C. discusses with us the various components of implementing Board policy, regulations, and exhibits. You will find this video in the Legal & Regulatory section of the resources page.
- 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!

Dr. Howard Carlson
howard.carlson@nau.edu

Pat Buchanan
pat.buchanan@nau.edu

Educator Resources- ESS

The ADE/ESS is pleased to announce that registration for the 2022 Special Education New Director Symposium (SENDS) is now open! The purpose of this professional learning opportunity is to prepare new special education administrators for the practical operation of a special education system. Topics covered in SENDS include compliance and legal requirements, fiscal issues, assessment, general supervision, and ADE supports and resources.

SENDS will be held virtually from 9:00 a.m. to 12:00 p.m. on August 26, September 30, November 4, and December 2. New special education directors in their first or second year of being a special education director are eligible to attend. Each new director will also receive a one-year membership in the Council for Exceptional Children (CEC) and CEC's Council for Administrators of Special Education (CASE) special interest division. The cost of participation in SENDS is \$50.

[Register for the Special Education New Director \(SENDS\) training.](#)

For questions about SENDS, [please email the ESS Recruitment and Retention Inbox.](#)



Raising Special Kids is providing a learning opportunity for parents of children with disabilities who attend your schools, provided by Raising Special Kids. Feel free to share before the last day of school!

Raising Special Kids is offering 2022 Summer School for Parents in-person & virtually. Below is a link for registration and attached is our digital flyer with more details.

[https://raisingspecialkids.org/events/?tribe_paged=1&tribe_event_display=list&tribe-bar-date=2022-04-28&tribe_eventcategory\[\]=245](https://raisingspecialkids.org/events/?tribe_paged=1&tribe_event_display=list&tribe-bar-date=2022-04-28&tribe_eventcategory[]=245)



Educator Resources- UA Summer Economics Ed Events

Summer Econ Ed Events

No Cost | Free Meals | Certificate of Professional Development | Prizes

Implementing an International Economic Summit

Grades 9-12 | In-Person (Tucson) | June 29

This workshop includes breakfast and lunch, plus travel assistance for those who qualify. If you're looking for a fun way to incorporate global economics into your classroom this workshop is for you!



K-5 Econ Fair

Grades K-5 | Online | July 12

Educators will choose from 8 unique Zoom sessions exploring a wide variety of resources and strategies for supporting elementary students' mastery of essential economic and personal finance concepts. \$25 Grubhub credit included.

Econ Expo 2022

Grades 6-12 | Online | July 21

Over the course of this full-day virtual event, educators will choose from 7 unique Zoom sessions exploring a wide variety of engaging resources and instructional strategies. For teachers of all subjects! \$25 Grubhub credit included.



Visit brownfoundations.org/events to register.



THE UNIVERSITY OF ARIZONA
ELLER COLLEGE OF MANAGEMENT
Economic Education



Educator Spotlight- Milken Educator Awards



<https://www.milkeneducatorawards.org/>

The Milken Educator Awards is the nation's preeminent teacher recognition program. More than 2,700 exemplary teachers, principals, and specialists have been surprised with individual, unrestricted \$25,000 prizes since 1987. Recipients are heralded early to mid-career for what they have achieved—and for the promise of what they will accomplish in the future. Honorees join the national Milken Educator Network, a group whose expertise is a valuable resource to those shaping the future of education.

Recipients are caught by surprise when their names are announced at emotional all-school assemblies in front of cheering students, proud colleagues, distinguished officials, and the media. There's a reason why many call the Milken Educator Awards the "Oscars of Teaching"—new Milken Educators have even been asked for autographs by admiring students! And while the celebrity treatment is well-deserved, the Awards aren't about the glitz and glamour. They're about bringing attention to these classroom heroes; serving at once as validation, motivation, and inspiration to current and future quality educators.

The message: We recognize you. We value you. We thank you.

[Click here to see a list of all past Arizona Milken Educator Award Winners](#)

Educator Spotlight- Milken 2020 Winner- Melissa Yazzie Martin



From the Milken Foundation Press Release:

"At Chinle Junior High School (CJHS) in Arizona, Principal Melissa Martin knows the significant challenges her students face on the path to academic achievement because she was once where they are. Students in Chinle, where Martin herself graduated, travel up to 60 miles to attend school, and many live in homes without electricity or running water. Now, the largest district in the Navajo Nation has risen to become the highest-performing reservation district in the state. Martin has been there every step of the way, first as a teacher, then academic coach, and now in her first year as CJHS principal. In a surprise school assembly today, her dedication to empowering Chinle students and colleagues alike was celebrated with a national Milken Educator Award – an honor that includes a \$25,000 cash prize she can use however she wishes.

When the Award was presented by National Institute for Excellence in Teaching Co-President and COO Dr. Joshua Barnett – representing the Milken Family Foundation – and Arizona Superintendent of Public Instruction Kathy Hoffman, the crowd of students, colleagues, and state and local officials erupted in applause.

Martin is among more than 60 educators across the country to receive the Award during the 2021-22 season and the first in the Chinle Unified School District (CUSD). In addition to today's celebration, Martin will join a national network of more than 2,800 Milken Educator Award recipients dedicated to strengthening excellence in K-12 education.

"Chinle Unified School District's trajectory of growth is nothing less than extraordinary, and Melissa Martin and the talented faculty under her leadership have played an essential role in this success," said Dr. Barnett. "Melissa's experience as a strong, instructional leader – combined with her care and compassion for the community she so proudly serves – is inspiring and worthy of today's national recognition."

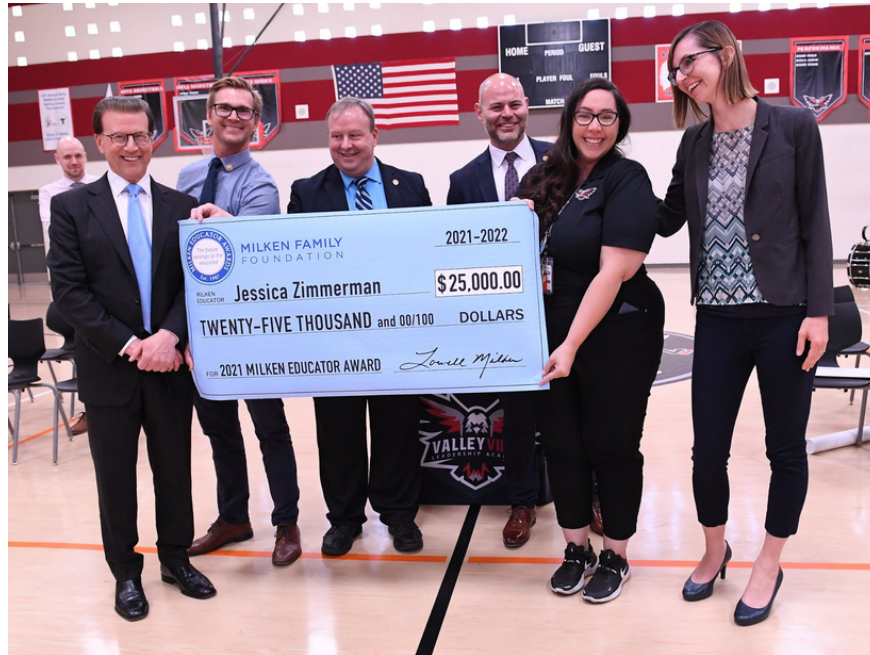
Hailed as the "Oscars of Teaching," Milken Educator Awards inspire and uplift with the unique stories of educators making a profound difference for students, colleagues, and communities. The Awards are not designated for lifetime achievement. Recipients are heralded while early to mid-career for what they have achieved — and for the promise of what they will accomplish given the resources and opportunities inherent in the Award.

"As a teacher, an academic coach, and a principal, Melissa Martin has excelled in every setting," said State Superintendent Hoffman. "She has been a leader in a time that has been harder than any in our modern school system. We are proud and grateful for her commitment to this community, and to all of the kids and teachers she has impacted."

"On behalf of Chinle Unified School District, I would like to thank the Milken Family Foundation for honoring the work of one of our talented and high potential young leaders, Mrs. Melissa Martin. I welcome this opportunity to recognize not only Mrs. Martin for her much-deserved achievement but also the phenomenal team of educators and staff that have supported her efforts," said CUSD Superintendent Quincy Natay, who also participated in today's celebration. "This prestigious award that Mrs. Martin has earned is also continued evidence of the academic achievements CUSD students are capable of despite the many daily challenges they face. Congratulations, Mrs. Martin, well done!"

Oprah, a longtime education advocate, shared her congratulations to this year's recipients in a video message thanking "the most incredible educators around the country" and acknowledging her deep appreciation for the "tireless work" they do."

Educator Spotlight- Milken 2021 Winner- Jessica Zimmerman



From the Milken Foundation Press Release:

"In an ever-evolving profession, teachers at all levels need exceptional mentors as they continue to adapt instruction that will help students maximize their potential. As an instructional coach at Valley View Leadership Academy in the Roosevelt School District, Jessica Zimmerman helps guide professional learning to strengthen educator effectiveness and increase student achievement. Today an all-school assembly transformed into a Milken Educator Award celebration of Zimmerman's impact on students and colleagues alike.

Milken Educator Awards Founder Lowell Milken was joined by Arizona Superintendent of Public Instruction Kathy Hoffman to honor Zimmerman with the prestigious national recognition, which comes with an unrestricted \$25,000 cash prize. In addition to the celebration before cheering students, colleagues, state and local officials, and media, Zimmerman will join the national Milken Educator Network of more than 2,800 educators and leaders across the country dedicated to strengthening K-12 education.

Zimmerman is among more than 60 educators nationwide who will receive the Award during the 2021-22 school year and is the first recipient from the Roosevelt School District. She is the second 2021 recipient from Arizona; Melissa Martin, principal of Chinle Junior School in Chinle, received a Milken Educator Award in April.

"Jessica Zimmerman is a strong instructional leader who analyzes data to drive decision-making and develops innovative strategies to meet everyone's needs," said Lowell Milken. "Beyond her school, she shares her expertise across the district – broadening her reach to the community. I commend Jessica for her daily work to create a collaborative, supportive learning environment for all."

Hailed as the "Oscars of Teaching," Milken Educator Awards inspire and uplift with the unique stories of educators making a profound difference for students, colleagues, and communities. The Awards are not designated for lifetime achievement.

Recipients are heralded while early to mid-career for what they have achieved — and for the promise of what they will accomplish given the resources and opportunities inherent in the Award.

"Jessica Zimmerman has spent her entire career creating opportunities for fellow teachers and students to achieve high aspirations," said Superintendent of Public Instruction Kathy Hoffman. "So when we faced uncertainty in the midst of a global pandemic, Zimmerman met the moment, rising above her responsibilities to ensure that these opportunities wouldn't be missed out on, especially by students."

Discovery Education



Timely & Relevant Resources



Find timely resources for all grade levels for each of these celebrations. Sign in to DE and select the link to explore.

- [National Zoo & Aquarium Month](#)
- [World Oceans Day \(6/8\)](#)
- [Flag Day \(6/14\)](#)
- [Juneteenth \(6/19\)](#)
- [World Refugee Day \(6/20\)](#)

Summer of Learning with Discovery Education

Discovery Education has a collection of resources designed to support your summer school program, no matter what you have planned.

Whether you're looking for curriculum support, at-home activities for students, or professional learning resources, we'll help you make this summer one to remember!


We recommend starting with the [Summer Learning Activities Channel](#), which is full of ready-to-use activities that cover a wide range of topics, subjects, and grades.

In addition, we have tons of subject-specific content resources perfect for summer learning, as well as engaging at-home resources that get the whole family involved! If you need to focus on professional learning, we have a variety of on-demand eLearning opportunities—so you can complete by the pool!

All these resources and more can be found in the [Summer Learning Channel](#).


To view the PDFs with clickable links to each lesson, please visit our [Discovery Education Resources Page](#)

Discovery Education



June Highlights for Discovery Education


Timely & Relevant Resources




June Activity Calendars
Explore ready-to-use activities for the month of June 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](#).

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


PL Resource of the Month: Professional Learning Now Channel
In this collection, explore microlearnings that cover topics such as remote teaching and learning, social-emotional learning, and culturally responsive teaching. Each microlearning provides a 3-5 minute burst of personalized, guided learning that seamlessly fits into a busy schedule.





Strategy of the Month: IDEA Share
This strategy gives students an opportunity to provide and receive peer feedback using a framework that promotes a positive and supportive structure. View all strategies in the [SOS Channel](#).

Feature of the Month: Copy a Studio Board
Did you know? Once you find a ready-to-use activity for your classroom and students, you can assign it as is or copy it to make modifications! With just a few clicks, you can copy and customize to meet the needs of your students and lesson.



To view the PDFs with clickable links to each lesson, please visit our [Discovery Education Resources Page](#)

Any reference obtained from this blog to a specific product, process, or service does not constitute or imply an endorsement by the Arizona Department of Education of the product, process, or service, or its producer or provider. Any suggested lessons or classroom materials do not supersede the curriculum and materials decided upon by local education agencies.