

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



In this Issue

- 1 Welcome
- 2 Current Projects
- 5 Issue Spotlight- Teacher Leadership
- 7 Educator Resources- Community Partners, ACEE, IDEA Conference, Get Set for STEM, ADE Newsletters
- 10 Educator Spotlight
- 12 EPP Update, Troops to Educators Update

Last Days of Summer

For those of you enjoying your last days of summer break, we hope they are restful and relaxing. For those already starting the 22/23 school year, we hope it is a wonderful year.

Please take some time to find resources and supports offered by the many community partners in Arizona. Our website lists many groups you can join, and we link to them on page 7.

Let us know what you need to make this the best year yet.

Current Projects

The ERR team facilitated another successful cohort of the Principals' Academy. We had over 35 leaders from around the state join us to learn about effective coaching, mentoring, and evaluation techniques. Our next sessions will be in the fall- keep watching our newsletter or visit [our website](#) for updates.

Members of the ERR team attended the monthly WestED Rural Community of Practice meeting to review the work of the regional collaborative over the past several years, and to refocus our work for the upcoming year. In June, we did a study session on the Wallace Foundation's resource "Principal Pipeline Self-Study Guide for Districts". This resource is a valuable tool for LEAs to look at their leadership policies and procedures and maximize their effectiveness. The document can be found in [our repository](#), along with many other resources to assist in educator workforce support and development.



Photos from June 2022 ADE Leading Change/Teachers Institute Conference where the ERR team presented two sessions

Current Projects

New Supervisors of Principals' cohort beginning September 23, 2022!

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

COMING IN AUGUST- RSVP and Register for the ALL NEW

Arizona Education Job Fair & Career Expo

February 4, 2023

New Career Expo

Education Career Paths and Learning Sessions for Classified and Certified Positions
Interview and Resumé Workshops

RSVP and early registration opens in August. [Click here for updates](#)



**Arizona Educator
JOB FAIR**



Districts & Charters Now Hiring:

- Teachers
- Administrators
- Paraprofessionals
- Support Staff
- Classified Staff
- Related-Service Providers

Issue Spotlight- Teacher Leadership



Makings of a Leader

Do you have what it takes to be a leader?
The answer is probably yes.

Teachers exercise leadership skills most of their waking hours. They create a vision and mission for their team. They use strategy and innovation to guide students and support colleagues. They collaborate and build effective partnerships with their peers. To advance the mission of the larger organization, they design and manage challenging projects, as well as take on duties outside of their classroom to address needs that benefit their school and community.

WestEd (2018) does a good job of explaining that “teacher leaders are classroom teachers who mentor and coach peers, as well as facilitate peer-to-peer learning.”

When classroom educators tap into leadership attributes and become teacher leaders, schools improve.

Teacher leaders are--

- learners who engage in professional growth that expands knowledge and skills
- team captains who support professional learning and capacity building for other educators
- guides who facilitate collaboration and resource sharing
- practitioners and decision makers that inform policy and planning
- experts who design instruction and learning that improves educator, school, and student performance
- helpers who improve educator confidence, administrator effectiveness, and overall school culture

Issue Spotlight- Teacher Leadership

While most educators exhibit leadership attributes as they oversee their classrooms, some may not recognize their potential to serve in more defined teacher leader roles. There are a number of formal and informal ways educators can exercise leadership on their campuses while continuing their work as classroom teachers. Principals and other site leaders play a part in identifying and encouraging teachers to take on leadership duties. Educators can build self-agency and leadership skills by serving on committees, taking on school site and system responsibilities, and supporting colleagues as they venture to take on tasks and build their capacity.

Teacher leaders are essential to overall school success. Teacher leadership comes in many forms, and educators can find ways to lead that maximize their interests and abilities. The list below gives examples of teacher leadership. Do you see the work you do reflected? Do you recognize your capacity and potential to heed the call to be a teacher leader?

Advocate- Chair- Facilitator- Specialist- Coach- Creator - Mentor - You Name It!

To learn more about the information above, click the links below:

[Encouraging teachers to step up to leadership roles. \(Learning Forward, 2011\)](#)

[Nine Roles for Teacher Leaders \(Queens University of Charlotte\)](#)

[Teacher Leadership Roles Inside and Outside of the Classroom \(AU School of Online Education, 2019\)](#)

[Teacher leadership:https://www.umassglobal.edu/news-and-events/blog/teacher-leadership Ways to make an impact in education](https://www.umassglobal.edu/news-and-events/blog/teacher-leadership)

[Teacher leadership works. It builds, energizes, and sustains \(WestEd, 2018\)](#)

[Ten Roles for Teacher Leaders, \(ASCD, 2007\)](#)



Ron Clark Keynote Presentation, ADE Leading Change Conference

Educator Resources

Professional Learning Community Partners

With a new school year starting soon (or already started for some of you!) It is a wonderful time to find organizations to join to support you in your practice. [Our website](#) has a list of many [community partners](#) that would love to have you.



The Arizona Council of Economics Education (ACEE) has put out its newsletter with many resources for educators. Highlights include:

CAREER READINESS PROGRAM FOR INDIGENOUS STUDENTS
ELEMENTARY, MIDDLE, & HIGH SCHOOL CURRICULUM RESOURCES- (Free in-service training)
STUDENT RESOURCES & CONTESTS

[View the newsletter here](#)

Educator Resources



Arizona's IDEA Conference 2022 -- Rise Up: Reimagining and Transforming Educational Practices

Arizona's 2022 IDEA Conference will be held in person from September 7–9, 2022 at the JW Marriot Desert Ridge in Phoenix.

This year's theme is Rise Up: Reimagining and Transforming Educational Practices. This cross-stakeholder event includes special education administrative staff, youth and young adults with disabilities, family members and caregivers, state agency staff, educators, service providers, and community members who share a commitment to student success.

The event will feature over 75 professional learning opportunities, including IDEA legal issues, instructional practices, national trends and hot topics, special education compliance, preschool and secondary transition, and social/emotional learning.

[Registration is open now.](#)

Educator Resources



Get SET for STEM!

The Arizona Department of Education wants to help teachers "Get SET for STEM!"

Our Scholarships for Effective Teachers program offers Arizona educators \$2,000 per year for up to three years to pursue coursework or programs that will:

1. Prepare them to add a STEM area (calculus, physics, biology, etc.) or CTE Certificate, and
2. Bolster their STEM teaching knowledge & skills

Who's eligible? Arizona certified teachers with a current contract at an Arizona public school are eligible to apply. This includes secondary teachers, K-8 teachers, SPED educators, etc. who are interesting in building their STEM education skills. Coursework must be taken through a regionally or nationally accredited public or provided post-secondary education institutions in Arizona (like ASU, UA, NAU, GCU, or an Arizona community college).

What's an Applicants Commitment? Scholarship recipients agree to teach in Arizona public schools for three years after completing their coursework or program.

How often are scholarships awarded? Applications are accepted year-round and scholarships and awarded on a rolling basis. Applications must be submitted prior to enrollment in a program or coursework. Funding is awarded directly to the recipient after submitting paperwork that proves you have enrolled & paid for a course or program.

Worth a Look

The ADE offers a variety of newsletters to help stakeholders stay in the know. Program offices in the ADE target specific areas and audiences, and teams for those offices publish communication touchpoints to provide stakeholders with key information. If you like exploring resources and learning new things, check out a few of the newsletters the ADE has to offer.

[K-12 Academic Standards Newsletter](#)
[Arizona Charter School Newsletter](#)
[Educator & School Excellence Newsletter](#)
[Accountability & Research Newsletter](#)

Educator Spotlight

Dr. Christine McGee
Principal
Arizona Cultural Academy & College Prep



Jessica Pio, NBCT
Title I Specialist
Mesa Public Schools

If you would like to be featured, or have an educator who you believe should be recognized in our newsletter, please contact us at teach@azed.gov

Educator Spotlight

Shanda Weiler
Mohave Accelerated Learning Center
4th grade teacher
High school softball coach
Key Club Co-Advisor



Elizabeth Tavasci
Elementary Principal
West Sedona School
Sedona Oak-Creek Unified School District
Sedona, Arizona

If you would like to be featured, or have an educator who you believe should be recognized in our newsletter, please contact us at teach@azed.gov

EPP Updates

The ERR team has helped facilitate the approval process for 23 educator preparation programs so far in 2022. In the last few years, the number of programs seeking approval has more than tripled. Our team accepts the application, assigns independent reviewers, and submits the results to the Arizona State Board of Education to approve or deny. To learn more, you can read about the process on our website: <https://www.azed.gov/teach/epp-approval-process>

Troops to Educators

While promoting Arizona's version of the Troops to Teachers program throughout the state, I was amazed at what small town Arizona has to offer. Behind the bright lights, intricate freeways, and large crowds lie great opportunities to teach niche courses along with the typical courses found in large metropolitan areas such as Phoenix and Tucson. These small-town school districts cater to the communities they serve, providing exceptional courses to help their students meet the demands of our growing global society. You and your family do not have to go far to find small town Arizona. Ajo, Blue Ridge, Humboldt, Sahuarita, and many others offer great opportunities at a pace you may like along with student connections to last a lifetime. Small town Arizona might just have what you need!



Lee Fernwault - Troops to Educators Coordinator