

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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September Groove

The school year is in full swing and we hope that everyone is having a great start to the school year. Please reach out if you need anything from our team- we will be starting our Teacher Table Talks in the coming months to continue to elevate educator voices and look forward to hearing from you.

Current Projects



SOPA Cohort 3 Kick Off -

We welcomed our third cohort to our Supervisors of Principals' Academy to ADE for our kick-off event on September 16. Our partners from WestEd led an excellent session for our 20 participants from all around the state. Our team is committed to supporting school leaders to further efforts of improving educator retention.



ARSA Conference

What could be better than being in Flagstaff when the weather in the valley is still 100 degrees? Being in Flagstaff with amazing rural educators for the 2022 Arizona Rural Schools Association Conference! Our team attended several sessions and heard the great work of our rural educators and took important feedback back to ADE to inform our work.



Isaac School District Principals' Academy

Our team was thrilled to visit the Issac School District to deliver qualified evaluator training, as well as coaching and other content to support school leaders.

If you would like to have us come and deliver this FREE PD to your LEA, please email us at teach@azed.gov

Current Projects

RSVP and Register for the ALL NEW

Arizona Education Job Fair & Career Expo February 4, 2023

New Career Expo Includes:
Education Career Paths and Learning Sessions for Classified and Certified Positions
Interview and Resumé Workshops

[LEA priority registration now-October 25, 2022](#)
Registration deadline- December 5, 2022

[Click here for more information](#)



ARIZONA EDUCATION JOB FAIR & CAREER EXPO

NEW CAREER EXPO

ADE is partnering with education HR leaders to provide a Career Expo as a resource for job seekers. Sessions will introduce the benefits and career pathways available to those working in Arizona schools. Workshops will provide tips for resúmes and interview practice.

**LEA PRIORITY
REGISTRATION DEADLINE**
October 25th

REGISTRATION DEADLINE
December 5, 2022



FEBRUARY 4, 2023
8:00AM - 2:00PM

MORE INFO
teach@azed.gov

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

LEA's and Job Seekers - Register today!

Current Projects

Attention Central Office Leaders:



1st Annual

ARIZONA INDUCTION SYMPOSIUM: The True Cost of Teacher Turnover

Friday, October 28, 2022

**Check-in: 8a
Symposium: 9a-3:30p**

**Location: Sheraton Grand at Wild
Horse Pass**

Cost: \$100 per person

[Register online today!](#)



Provided in partnership between the Arizona Department of Education and the Arizona K12 Center, the 1st Annual Arizona Induction Symposium will bring together Arizona school and district leaders to examine and act on the critical aspects of successful induction programs. We will explore how a high-quality system of induction and mentoring can impact teacher retention across the continuum, from aspiring teacher to teacher leader. Noted researcher Dr. Richard Ingersoll will deepen our understanding of the teacher shortage landscape nationally and specifically in Arizona, and we will close the day with a keynote from 2021 National Teacher of the Year Juliana Urtubey.

[Click here for more information and to register](#)

Educator Resources

Special Education Learning Experiences for Competency in Teaching (SELECT) is a federally funded program sponsored by the Arizona Department of Education/Exceptional Student Services and is offered through the Institute for Human Development at Northern Arizona University. SELECT courses are recommended for special and general education teachers, administrators, related service personnel, paraeducators, and other interested individuals.

Certified school personnel can take SELECT classes for certificate renewal hours. SELECT classes can be taken for university credit for those teachers or administrators who are required by their school districts to have official transcripts and for those who may need to transfer hours out of state (tuition and associated fees apply). The classes can also be taken for professional growth contact hours for free.

To continually improve the SELECT course offerings, please take the Needs Assessment Survey to provide information about where you work, what you do, and what training you think would be the most valuable to the professional growth of special education and general education personnel who work with students with disabilities. Please share this survey with your colleagues and staff. For more information, [please email the SELECT inbox.](#)



Exceptional Student Services
Arizona Department of Education
[Exceptional Student Services website](#)

Tucson Regional Educators Collaborative News- TRECarizona.org

Good morning Educators! Most schools have been in session for over a month--new classroom communities are being created and ALL teachers have had successes. We know firsthand how hard it can be to recognize and remember those successes when facing the many challenges of teaching. To support educators in recognizing their successes and honoring their professional knowledge, we've partnered with the Writing Skills Improvement Center (WSIP) on the UArizona Campus to launch Storying your Success. We're still finalizing the details, but have funding for 20-30 educators to join the efforts thanks to a grant from the UArizona College of Humanities. If you're interested in joining please register [here](#) and we will share more information and formalize invitations as we finalize the details.

TREC Happenings

- TREC 2022-2023 Communities of Practice (CoPs). Register by September 30th! Just added: Equitable Grading CoP is meeting the 4th Thursday of the month from 4:30 - 5:45 (5:45 - 6:00 Q/A)
- October 25th; 4-5:30pm: Best Practices for Language Access in Educational Settings with Dr. Holly Silvestri from the National Center for Interpretation (NCI)
- Save the Date: Thursday, November 17th, 4:00-5:00pm for a webinar focused on field trip pedagogy.
- Storying Your Success—a unique opportunity in partnership with WSIP and TREC for teachers to share their stories!

Educator Resources

Arizona Teacher Residency Program

Schools or Districts interested in partnering with the AZK12 Center and NAU to offer this program in your LEA, please email: aztr@azk12.org or visit [the website](#).

Arizona Teacher Residency

There are so many reasons to support this work.

THE TEACHER RESIDENCY MODEL

Borrowing from the medical residency model, teacher residencies recruit recent college graduates (from any degree program) and mid-career switchers, place them in a year-long apprenticeship in the classroom of a skilled supervising teacher, provide graduate coursework that revolves around their teaching experience, cultivate community within the cohort, and support residents through induction. Residents receive financial inducements and, in exchange, commit to serving in partner districts for at least three years after their residency year.

PROVEN BENEFITS OF RESIDENCIES

- Teacher residencies boost teacher retention more than any other model: 70-80% of residency graduates are still in the classroom after 5 years.
- Teacher residencies successfully recruit a more racially diverse teaching force: while 80% of our nation's teachers are white, over 50% of residents identify as people of color.
- Teacher residencies also boost student achievement in the residency year and beyond.

AZTR INCENTIVES FOR RESIDENTS

- Master's degree plus teacher certification through Northern Arizona University, eligible for full tuition coverage through Arizona Teachers Academy
- \$15,000 stipend, plus healthcare during the residency year
- \$4500+ Education Award at the end of the residency year
- Extensive support, guidance, and mentorship
- Alignment with National Board Standards for Teaching



Educator Resources

ADE Professional Development Opportunities:

Starts October 5th TBI 202 - "All About the A's" - Assets, Assessments, & Analysis of Behavior (Prerequisite: TBI 100 or 101) <https://www.azed.gov/specialeducation/event/tbi-202-all-about-assets-assessments-analysis-behavior-3>

October 6th PE the Place to Be: Fostering Positive and Engaging Classrooms for All Learners <https://www.azed.gov/standards-practices/event/pe-place-be-fostering-positive-and-engaging-classrooms-all-learners>

October 12th Effective Discourse Strategies for Creating Inclusive STEM Classrooms <https://www.azed.gov/standards-practices/event/effective-discourse-strategies-creating-inclusive-stem-classrooms>

October 12th Engaging Elementary Students in Inquiry (K-5) <https://www.azed.gov/standards-practices/event/webinar-engaging-elementary-students-inquiry-k-5>

October 13th Guidance for Administrators- What to Look For in a 3-Dimensional Science Classroom <https://www.azed.gov/standards-practices/event/guidance-administrators-what-look-3-dimensional-science-classroom-8>

October 18th Supporting Standards-Based Instruction in Social Studies & World Languages with Discovery Education <https://www.azed.gov/standards-practices/event/supporting-standards-based-instruction-social-studies-world-languages>

October 19th 3-D in Action! Putting the 3-Dimensions of Science Instruction Together <https://www.azed.gov/standards-practices/event/3-d-action-putting-3-dimensions-science-instruction-together-0>

October 20th PE the Place to Be: Fostering Positive and Engaging Classrooms for ALL Learners <https://www.azed.gov/standards-practices/event/pe-place-be-fostering-positive-and-engaging-classrooms-all-learners-0>

October 20th Increasing Diversity in Teaching Through Women and the American Story <https://www.azed.gov/standards-practices/event/webinar-increasing-diversity-teaching-through-women-and-american-story>

October 26th Take a D.I.P. into Desmos' Marbleslides for Grades 7-12 <https://www.azed.gov/specialeducation/event/take-dip-desmos%E2%80%99-marbleslides-grades-7%E2%80%9312>

October 27th Question the Past | Understand the Present | Create the Future: Inquiry Using Discovery Education <https://www.azed.gov/standards-practices/event/question-past-understand-present-create-future-inquiry-using-discovery>

Educator Resources



ARIZONA COUNCIL
ON
ECONOMIC EDUCATION

Educator News & Updates

September 2, 2022

Teacher Programs

The Art of Questioning and Inquiry Learning

Saturday, September 10, 2022

9:00am - 12:00pm

[Register Here](#)

Making Math Real for Students Through Personal Finance Connections

Tuesday, September 13, 2022

4:00- 5:00pm

[Register Here](#)

Social Entrepreneurship - Helping Others Through Your Business Venture

Tuesday, September 20, 2022

3:30 - 5:00pm

[Register Here](#)

Holidays, Celebrations, and Economics for the K-2 Classroom

Wednesday, October 12, 2022

4:30 - 5:30pm

[Register Here](#)

What's Up with Credit?

Tuesday, October 25, 2022

4:00 - 5:00pm

[Register Here](#)

ACEE has a resource page just for YOU!

ACEE provides non-proprietary and vetted educational resources, in all formats, to support learning for preschool to post-secondary students.

Early Learning Resources
(Pre-K to 6th Grade)

Learning for Life Resources
(7th to 12th Grade)

Community Connections Resources

CHECK IT OUT!

ACEE has given me exciting, hands-on, relevant lessons to bring economics to life for my students. ACEE has also given me in-depth professional development to sharpen my skills in the content area.

-Abby D.,
High School Teacher
and Webinar Attendee

Featured Teacher Programs



Lunch, Prizes, and Travel
Financial Support!

Saturday, Sept. 24, 2022

9:00am - 12:00pm

[Register Here](#)



TWO Complimentary
Tickets for this Season!

Tuesday, Oct. 4, 2022

9:00 - 11:30am

[Register Here](#)

For more information on ACEE Events, please view the September newsletter:

[9.2.22 ACEE Educator News](#)

To schedule an in-service or to discuss a customized session, please contact Teresa Mungai at Teresam@azecon.org.

Educator Resources

October Events from the UA Office of Economic Education

Open House

October 13 | Tucson, AZ

Stop by to pick up free economic education materials for grades K-12, have a snack, and visit with us and other educators.

Free, Virtual Workshops

Mind Your Money (Elementary)

October 18

It's never too early to teach students about smart spending and saving habits. This 60-minute online program will highlight a variety of ready-to-use resources suitable for students in Grades 1-3. Current elementary classroom teachers in attendance will receive a complimentary copy of Spend It! by Cinders McLeod.

ASRS & You

October 25 or October 29

This workshop for early- and mid-career educators will provide a tutorial on ASRS and tips for maximizing this valuable component of your retirement plan.



The Comprehensive School Wellness program is pleased to share with you an upcoming professional development opportunity about the CDC Whole School, Whole Community, Whole Child (WSCC) Model! Presentation from Dr. Sandra Chafouleas and Dr. Jessica Koslouski from the University of Connecticut Collaboratory on School and Child Health (CSCH) will include:

- An overview of WSCC Model and potential to support positive childhood development
- Resources for educators on how to implement model
- Materials on building educators' knowledge and coordinated implementation of WSCC

This professional development will be held on Thursday, September 29th from 3:00 pm-4:00 pm (Arizona time) via Zoom.

Please follow this link for more information and to register: <https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:f5e8ff7f-4479-377b-a674-6e8f30aab152>

Please share with your networks and reach out to sarah.erickson@azed.gov with any questions you may have.

Educator Spotlight

Congratulations to Willcox High School Chemistry Teacher Ty White, the 2022 National Rural Teacher of the Year!

Arizona educators, particularly our rural teachers who face unique challenges, go above and beyond for our students - and Mr. White is an excellent example of that. He's a high school chemistry teacher from Willcox High School in Willcox, Arizona. We look forward to celebrating you at the 2022 #RuralEdForum! Listen to his recent podcast: <http://ow.ly/nknn50KOqIs>

Ty White was the 2021 Arizona Rural Teacher of the Year and we are so proud of his latest accomplishment.

Thank you for sharing your talents with the Willcox community!



Educator Spotlight

Attention Rural Educators

The Borderlands Rural Teacher Caucus (RTC) is a community of practice that provides networking and mentoring for rural teachers and provides an opportunity for these educators to engage in advocacy work that is relevant to their local school community. The RTC's work will be framed around a deep dive into the factors that are current barriers and challenges as well as successes in rural education today. Each session will feature training on becoming an effective advocate and engaging with the field. Participants will learn the ways to successfully engage in advocacy efforts and can then use this knowledge to enhance the learning environment at their rural schools.

The Borderlands RTC is open to teachers from a rural school district in Arizona. There is no cost associated with membership. The application is competitive as there are 12 seats available each year. Previous RTC members will also be seated for the 22-23 school year.

By applying for the RTC, you are committing to attend all eight, 1.5-hour sessions throughout the 2022-2023 school year, which will all be conducted virtually on Zoom. All sessions but one will be held from 3:30 pm - 5:00 pm.

Dates are:

October 4, 2022
November 7, 2022
December 6, 2022
January 17, 2023
February 21, 2023
March 14, 2023
April 11, 2023
May 16, 2023
June 14, 2023 (from 1:00 - 3:00)



Please submit your application by Friday, September 30, 2022.

All RTC members will receive a \$500 stipend for their participation during the 2022-2023 school year which will be paid out in June 2023.

The RTC is presented by the Northern Arizona University Rural Resource Center (NAURRC) in collaboration with the Arizona Rural Schools Association (ARSA), and the Rural Schools Collaborative.

(Use the QR code or [click here](#) to access the registration form)

Discovery Education



DEN VirtCon: Fall 2022

Join us for an evening of inspiration with your community of educators to hear how they use Discovery Education's compelling content to engage students in authentic and diverse ways. Hear from the DE Team on new and exciting content and features and learn from each other on favorite ways to use DE in the classroom throughout the evening.

Tuesday, October 11th

6:30 – 8:30 pm ET

6:30 – 7:00 | Opening Session | Hear from the Discovery Education team about the exciting features and content coming to Discovery Education this fall. We'll have some fun, celebrate successes, and reflect on the year so far!

7:05 – 7:45 | Foundations I, II, and III | Are you brand new to DE? Or, a veteran? Or, somewhere in between? Pick a session that best meets your comfort level and dive into tricks and tips for maximizing DE in your classroom.

7:50 – 8:30 | Community Sessions | Join a session led by a fellow community member to hear practical ways to use Discovery Education in the classroom and engage students in their learning.

Learn More & Register Today:

<https://dlc.com/DEN-VirtCon>

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



Subject & Grade Level Specific Content

Elementary: PreK - 2

- **Literacy: Sesame Learning** – Research-based, child-approved media is designed to enhance your interactions with children in flexible, easy-to-use ways that support your teaching and children's learning and development.
- **Math: Temperature** – Familiarize yourself with the units and tools used to measure temperature. Learn to convert temperature between Celsius and Fahrenheit and apply understanding of temperature to real-life situations like cooking.
- **Sciences: Fishtronaut** – This animated series helps younger students understand life science and earth-related topics like biodiversity, environmental pollution, common characteristics of animals, and more.
- **Social Studies: Places and Regions** – Explore resources about various regions of the world and how we define them.
- **Health & Wellness: Soar with Wings** – Explore standards-aligned digital resources that incorporate academics and fun while building key social and emotional skills for students.

Elementary: 3 – 5

- **Literacy: Grimm's Fairy Tales** – Listen to the classic stories and fairy tales written by the Grimm brothers, Jakob and Wilhelm, first published in the early 1800s.
- **Math: Arcademics** – Discover the roles of money and how it can be used to purchase goods and services.
- **Science: The Fixies** – Follow the comical misadventures of Tom Thomas and his secret friendship with Simka and Nolik, the children of the Fixie family that lives in his apartment. There's just no end to the troubles Tom Thomas and his Fixie friends get themselves into with all the gadgets and appliances around them!
- **Social Studies: Citizenship** – Although young people do not have all the rights that adults have, they can still practice good citizenship through community involvement, learning about politics and government, and treating other citizens with respect.
- **Health & Wellness: NFL Play 60** – With this custom set of lessons, videos and interactive activities, students will have the tools they need to get the necessary 60 minutes or more of physical activity each day.

Discovery Education



Subject & Grade Level Specific Content

Secondary: 6 – 8

- [Literacy: Vocabulary Development](#) – Improve your vocabulary by learning strategies you can use to figure out new and unfamiliar words when you read.
- [Math: Plane Geometry](#) – Learn about plane shapes and their attributes, what happens when you partition or join planes, and how planes can be used to slice three-dimensional figures.
- [Science: Seeker](#) – Seeker presents a digital collection for middle and high school students that highlights stories about the natural forces and groundbreaking innovations that impact our lives, our planet, and our universe.
- [Social Studies: Hidden Figures](#) – Be inspired by a diverse collection of inventors, entrepreneurs, newsmakers, problem-solvers, changemakers, and thought leaders who have contributed to our society through science, technology, art, and culture.
- [Health & Wellness: Dose of Knowledge](#) – The program strives to empower educators and pharmacists to address substance misuse and educate students to make good decisions for the health and well-being of themselves and their community.

Secondary: 9 – 12

- [Literacy: Grammar](#) – Explore the fundamentals of grammar to become more successful at communicating everyday.
- [Math: Standard Deviants: Teaching Systems](#) – Engage in real-world math problems with this exclusive selection of math interactives. 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: DEmystified](#) – Join Discovery Education on our endless journey to DEmystify the wonders of our world—you might just be surprised by what you find.
- [Social Studies: Stuff You Should Know Podcast](#) – Join hosts Josh Clark and Charles W. “Chuck” Bryant as they get to the bottom of odd questions and quirky facts. Each episode of Stuff You Should Know provides a unique dose of education and entertainment, exploring topics related to science, history, technology, social studies, and more.
- [Health & Wellness: Wellness Channel](#) – Learn about the holistic integration of the eight dimensions of wellness: emotional, environmental, financial, intellectual, occupational, physical, social, and spiritual, and find resources to support conversations in the classroom about wellness.

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



October Highlights for Discovery Education

Timely & Relevant Resources



October Activity Calendars

Explore ready-to-use activities that provide students with opportunities to explore their curiosity around a variety of topics. Looking for more? Explore the Instructional Activities Channel. [K-2](#) [3-5](#)

Explore the [Instructional Activities Channel](#) to see featured ready-to-use activities for all grade bands.

PL Resource of the Month: Professional Learning Now

Grab “just-in-time” professional learning resources that are short, convenient, and relevant to teachers’ day-to-day life. In this collection, explore microlearnings that cover topics such as teaching and learning, social-emotional learning, and culturally responsive teaching.



Strategy of the Month: The Question Is

Students use multiple Discovery Education sources to write questions based on one central answer provided by the teacher. This strategy encourages students to explore a variety of sources and practice question writing. It is a great way to introduce purpose when doing research. View all strategies in the [SOS Channel](#).

SOS Instructional Strategy

The Question Is

Feature of the Month: QuickList

QuickList allows educators and students to add resources to a list which is accessible from any page. QuickList is helpful for curating resources to sort search results to compare or review later. Resources added to the QuickList will remain until they are removed.

QuickList 29 0



Discovery Education



Timely & Relevant Resources



Monthly Celebrations

Find timely resources for all grade levels for each of these celebrations in their channels. Sign in to DE (www.discoveryeducation.com), and select the link to explore.

- [National Cybersecurity Awareness Month](#)
- [Bullying Prevention Month](#)

Timely Celebrations

- [World Habitat Day \(10/4\)](#): Discover how homes and habitats are more similar than you might think.
- [Yom Kippur \(10/4-10/5\)](#): Explore the history, beliefs, and customs of Judaism.
- [World Space Week \(10/4-10/10\)](#): Learn about the groundbreaking technologies, daunting missions, and extraordinary talent of astronauts past and present.
- [Manufacturing Day \(10/7\)](#): Find lesson plans and self-paced modules rooted in STEM principles, as well as counselor and family resources which explore career options and provide a school-to-home connection.
- [Columbus Day/Indigenous Peoples Day \(10/10\)](#): Explore resources about Christopher Columbus's journey, the impact of colonization on native people, and the significance of Native American experiences both historically and today.
- [National Farmer's Day \(10/12\)](#): Dig into the exciting ways that the agricultural cooperative (co-op) business model is connecting communities and inspiring everyday innovation nationwide.
- [National Savings Day \(10/12\)](#): These standards-aligned curriculum tools provide students with practical real-world knowledge brought to life by industry-leading insights.
- [National Fossil Day \(10/12\)](#): Uncover the truth about fossils, what they are made of, and how they can help us learn about what life was like a long time ago.
- [Red Ribbon Week \(10/23-31\)](#): Raise your awareness of drugs, alcohol, tobacco, and violence, and learn what you can do to help celebrate Red Ribbon Week.
- [Diwali \(10/24\)](#): Learn about the five-day festival of lights that celebrates the triumph of good over evil.
- [Halloween \(10/24\)](#): Learn about the origins of Halloween and how it has been celebrated in different countries.

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