

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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Principals' Academy

Attention leaders needing to meet the Qualified Evaluator statute:

The redesigned Principals' Academy cohort will be on November 29, 2022, in person at ADE North.

Please see page 3 for more information and to register.

Current Projects

Rural Education Leaders Committee (RELC)

The ERR team had the pleasure of joining the Rural Education Leaders Committee. The committee includes representatives from several states and is focused on the specific issues and needs rural schools face, as well as celebrating all the incredible work being done by our rural educators. Our team is based in Phoenix, so it is very important to us to continually listen, learn, and elevate rural voices to ensure we are best serving all Arizona educators.



Enjoy this write-up from our Director, Jamie Wilber

The discussions and presentations for the Fall 2022 CCSSO, SEET Collaborative focused Induction and Mentoring support in various states. Recruitment will always be a focus, but retention is the key. Supports for beginning educators through mentoring, purposeful induction programs, and a positive culture are crucial to retention. One spotlight presentation was provided by state of Delaware for their Retention, Induction, and Grow Your Own program. Additional highlights included speaker Jackie O. Wilson, who shared her research on how principals affect teachers and students. Her research has been ongoing for over two decades and resources are available online. Additional presenters included the state of Mississippi, who shared their journey of Mentoring and Induction. They also provided their online toolkit for others to explore and use in their own state. As we move forward in Arizona, the Recruitment and Retention team is working to provide resources, be thought partners, and assist those who would like more information about mentoring and induction.

Current Projects



PRINCIPALS' ACADEMY

ADE EDUCATOR RECRUITMENT & RETENTION

NEW COHORTS BEGIN THROUGHOUT THE YEAR

[REGISTER HERE:](#)



- Free professional learning opportunity open to Assistant Principals, Deans, TOAs/TOSAs, Principals, and others who evaluate teachers
- Meets requirement for becoming a Qualified Evaluator (ARS 15-537 F)
- In partnership with WestEd & Region 15 CC



Outcomes:

Participants will become a qualified evaluator by understanding the legal requirements regarding teacher evaluation, receive additional resources, and practice observation skills - 1 full day session (8am-4pm)

Participants will enhance their leadership skills by engaging in follow up mini sessions:

- network around current problems of practice
- building a positive culture and climate
- high stakes conversations
- effective feedback
- ... AND MORE!

www.azed.gov/teach

Current Projects



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 resumés and interview practice.

**LEA
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
LEAs Register today!

Issue Spotlight

October is National Principals Month.

Every October, the nation celebrates National Principals Month. Establishing a time to formally recognize outstanding school leaders came about through a collaborative effort of the American Federation of School Administrators (AFSA), the National Association of Elementary School Principals (NAESP), and the National Association of Secondary School Principals (NASSP). Celebrations this month include two major recognition programs: NAESP National Distinguished Principals Program celebrations for elementary and middle school leaders from each U.S. state, and the NASSP National Principal of the Year announcement of an outstanding middle or high school leader.

Arizona school administrators serve as visionaries, instructional leaders, community advocates, and champions for students. Principals are a key factor in the success of schools in our state. A month of recognition allows us to celebrate, honor, and support principals and their essential work. Take time during the remainder of this month, and throughout the year, to show appreciation to our school leaders. Thank a principal!

Check out some of our featured principals in our Educator Spotlight Section



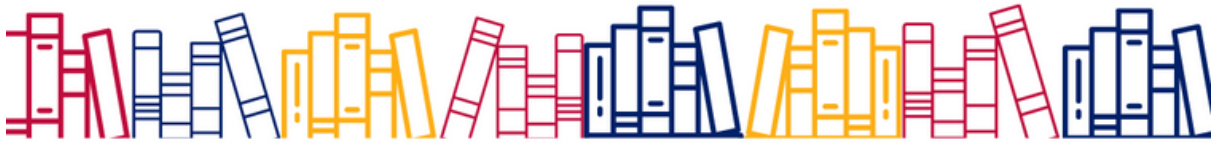
Educator Resources

Register for the upcoming webinar hosted by the Arizona Department of Education- Office of Indian Education and Arizona Humanities

[Register here](#)



Office of Indian Education



Indigenous Author Panel



Darcie Little Badger



Brian Young



Eric Gansworth



Dr. Debbie Reese



Cynthia Leitich Smith



REGISTER

at <https://bit.ly/panel-Nov1> or scan the QR Code

Educator Resources

ADE Professional Learning

November 1st Office of Indian Education's Indigenous Author Panel (Virtual)

November 1st Exploring Accessible Wellness Practices in the Adult Education Classroom (Webinar)

November 2nd Strategies to Support Social Studies and ELA Instruction on Discovery Education's platform (Webinar)

November 3rd: World and Native Language Educator Collaboration: Creating a Community of Practice (Webinar)

November 8th K-5 Computer Science Standards Integration (Webinar)

November 9th: Putting the "LIT" in Literacy: Building Literacy in Elementary Social Studies (Webinar)

November 9th: Arizona's 6-12th Grade Writing Standards: Model, Practice, Reflect, Assess (Webinar)

November 15th: Effectively Implementing the 6-8 Computer Science Standards (Webinar)

November 18th: CS Fundamentals workshop with the Arizona Science Center (In-Person)

November 22nd: Arizona's Educational Technology Standards Series: Standard 7 (Webinar)

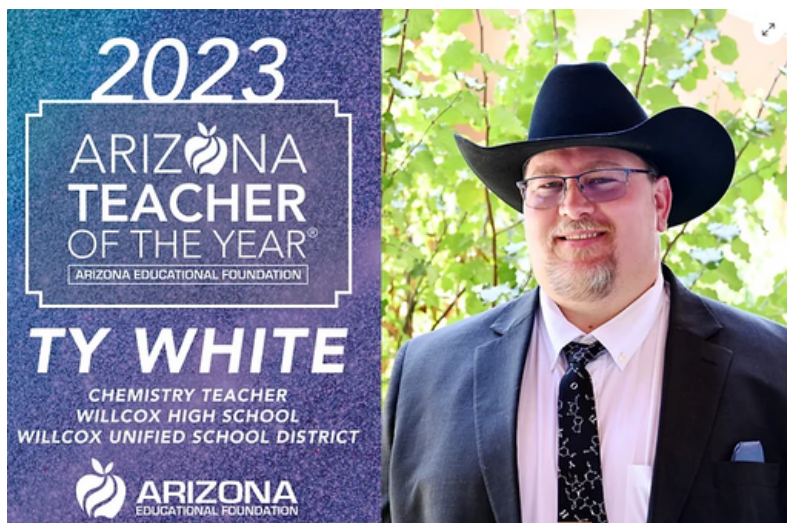
Mercer University is looking for educators to participate in a study. The purpose of this study is to understand the social and emotional needs of teachers in the field. We would like your input concerning the specific stressors associated with your job.

The data from this research will be used to support current and future teachers, and we will use the data to make recommendations to improve and strengthen teacher preparation programs and school environments.

<https://www.surveymonkey.com/r/XZBVMYC>

Educator Spotlight

Congratulations to these outstanding Arizona Educators of the Year



2022 Arizona Teacher of the Year-
Ty White

2022 Arizona Rural Educator of the Year-
Elizabeth Colton

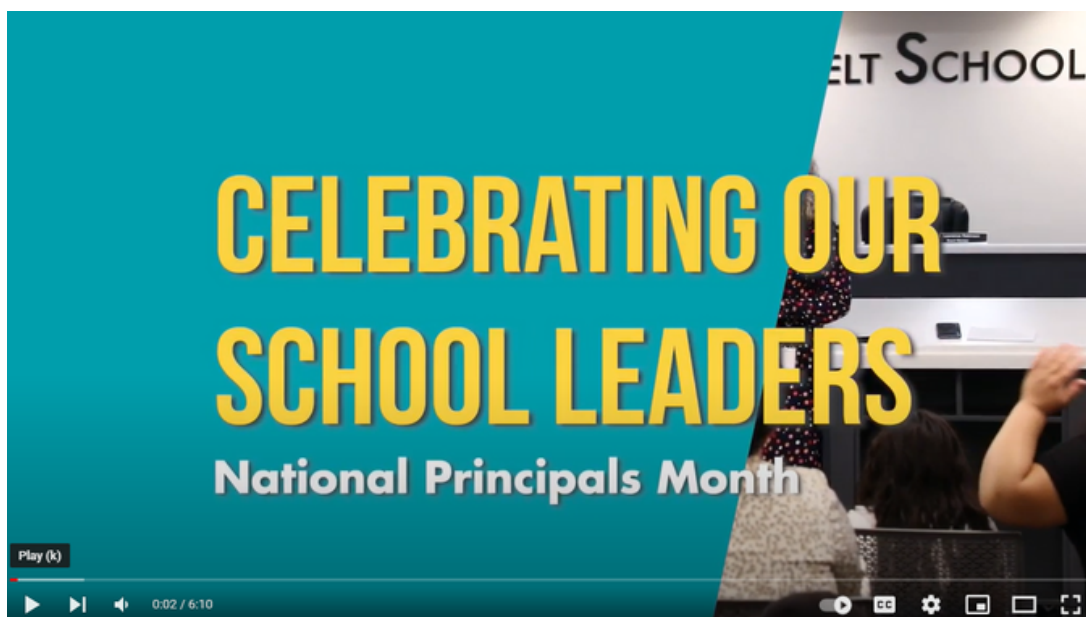


Educator Spotlight

[Click here to read about these 4 outstanding principals from Gilbert Unified School District](#)



[Click here to watch an amazing video celebrating RSD principals](#)



Educator Preparation Program Updates



Our Educator Preparation Program Specialist Dr. Shannon Frazier attended accreditation conferences with the Council for the Accreditation of Educator Preparation (CAEP) and the Association for Advancing Quality in Educator Preparation (AAQEP). The Educator Recruitment and Retention Department seeks to streamline and enhance program expectations for educator preparation programs (EPPs). CAEP and AAQEP are accreditation bodies that review the quality of higher education institutions and programs. The Educator Recruitment and Retention Department is working diligently to establish and strengthen partnerships with CAEP and AAQEP to continue to improve the quality of EPPs in Arizona.

