

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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Thankful

The ADE Educator Recruitment and Retention is so very thankful for all of our Arizona Educators. We hope you have a happy holiday season and take care of yourselves.

Thank you for everything you do for Arizona students!

Current Projects

AZK12/ADE Induction and Mentoring Symposium

On October 28, 2022 ADE co-sponsored the 1st annual Induction Symposium with the AZ K12 Center. The day was well attended by over 200 educators from across the state and included a keynote by Dr. Richard Ingersoll who shared Arizona workforce data and the importance of a beginning teacher induction program as a high-quality retention strategy. Participants also heard from statewide leaders through ignite sessions who are mentees, mentors, and leaders. A panel of educators shared the importance of induction and mentoring, and the positive impact it has made in their district. Follow up speakers shared insights about federal and state policy, funding sources for sustainability for programs, and finally the AZ Induction Standards were shared. The Recruitment and Retention team looks forward to follow up sessions and presentations regarding the importance of Induction support for educators.



ACOVA Presentation

The Educator Recruitment and Recruitment (ERR) team recently presented at the annual fall ACOVA conference. Information was shared with the state's CTE leaders regarding the purpose of the ERR team, current projects and initiatives, as well as the next steps for support regarding Ed Professions and Ed Rising in Arizona's high schools.

ASPAA Conference

As a follow-up to the 1st annual Induction Symposium, members of the ERR team presented workforce data, the AZ Induction Standards, and the need for a robust induction program at the annual fall ASPAA conference. Networking opportunities occurred with various human resources professionals about recruiting efforts and induction programs as an effective retention strategy.

Issue Spotlight- ESS Grow Your Own Toolkit

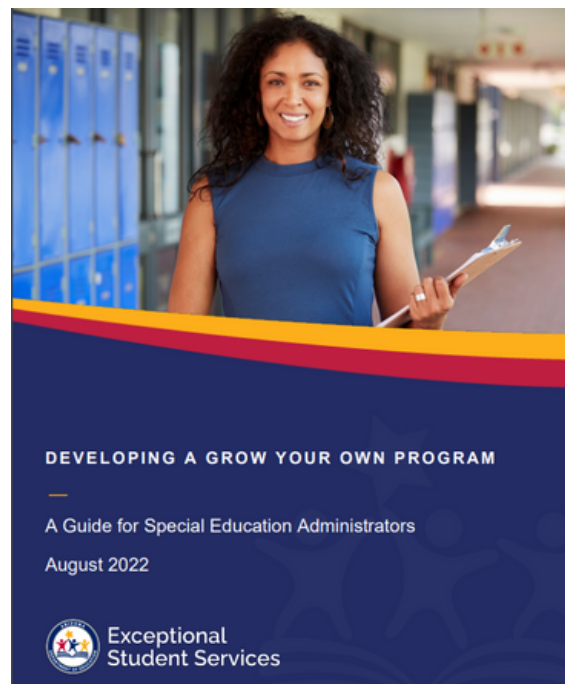
Responding to high demand from the field, the ADE ESS Recruitment and Retention team designed a [grow-your-own toolkit for ESS programs](#).

From the toolkit:

"Why Grow Your Own? Fill the Educator Shortage Gap and Increase the Ranks and Diversity of the Educator Workforce A Grow Your Own (GYO) program is designed to increase the ranks of educators by recruiting and preparing people who already have a strong connection to the school and community. GYO programs focus on the recruitment of high school students, career changers, paraprofessionals, non-teaching-school faculty, and community members (Espinoza, Saunders, Kini, & Darling-Hammond, 2018). There are multiple benefits to a grow-your-own approach to address critical special education personnel shortages: • People who already work in your school are more likely to have a sense of commitment to the community, which may lead to greater retention. • 60% of all educators teach within 20 miles of the schools they attended as children. • Recruiting from within the community capitalizes on community cultural wealth and increases the cultural and linguistic diversity of the teacher workforce. Additionally, GYO programs can help reduce the barriers for paraprofessionals who wish to enter the teaching profession or pursue another special education-related career. Schools in turn benefit from growing new teachers or other related service providers who already have significant experience working in classrooms."

The toolkit is a fantastic resource to assist administrators to develop a program aimed at retaining Special Education personnel and other related service providers.

[Check out the toolkit here!](#)



Educator Resources



The Heard Museum is excited to celebrate the relaunch of guided school tours at our FREE, K-12 Educator Night! Teachers from across the Valley are invited to this exclusive, educators-only takeover of the Heard.

Join us on Tuesday, December 6th from 5-7:30pm for networking, food, drinks, music by flutist Jonah Littlesunday (Diné), information on resources at the Heard Museum, a presentation by current Indigenous Nations Poets fellow Kinsale Drake (Diné), and special freebies for your classroom or workspace.

Head to our website to register for the event and secure your spot before we reach capacity.

Attention Rural Educators!


Check out this professional learning opportunity if you are interested in learning how to help your students connect Rural America's past to the present using historical inquiry, public history, place-based education, and service learning. Registration is now open.

[Click here for more information](#)

Check out this month's [Arizona Council on Economics Education Newsletter](#) for professional learning opportunities for educators of all subjects and grades.




Educator Resources




Office of Indian Education

Using Indigenous Literature VIRTUAL EDUCATOR PANEL


Register at
<https://bit.ly/OIEEducatorPanel>



Tuesday, Nov. 29, 2022
5:00 - 6:00 pm



HUMANITIES
EXPLORE. SHARE. EXPERIENCE.



AZ Teacher Residency

The Arizona Teacher Residency will join Urban Teachers, Breakthrough Collaborative, City Year, and the Peace Corps for a joint event spotlighting each organization's opportunities for those interested in education.

The event will take place on 11/15 @ 5:00 PM (Phoenix) and all are welcome!

Registration Links:

[Zoom Registration Link](#)

[Handshake Registration Page \(links back to the Zoom registration link\)](#)

[Eventbrite Registration Page](#)



CAREERS IN EDUCATION

OPPORTUNITIES FOR
GAP YEAR, TEACHER
CERTIFICATION & MORE

Nov. 15 at 5 p.m. PT

WEBINAR



Educator Resources

Looking for self-paced professional learning on current special education topics of interest?

Special Education Learning Experiences for Competency in Teaching (SELECT) is a federally funded program sponsored by ADE/ESS and 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 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.

[Register at the NAU SELECT webpage.](#) Courses are offered in 5-week and 8-week sessions. Registration closes when classes are full or two (2) weeks before the start of class.

For more information, [please email the ESS Recruitment and Retention Inbox.](#)

Special Education Learning Experiences for Competency in Teaching

Spring 2023 At A Glance

Contact
928-523-1809
select@nau.edu

5-Week Online Courses

Jan 17 - Feb 17

ESE 501 Exceptional Children in General Programs
Autism & Communication Skills
Jason Silva, M.Ed.
Class #1996

ESE 501 Exceptional Children in General Programs
Inclusive Teaching & Learning
Laurie Dietz, M.Ed.
Class #2208

ESE 502 Behavioral Management in Special Education
Differentiating Emotional Disabilities and Behavioral Disorders
Sang Hee Kim, M.Ed.
Class #1998

Feb 20 - Mar 31

ESE 503 Diagnosis & Assessment of Exceptional Children
Part II Severe & Multiple Disabilities
Lela Williams, Ph.D.
Class #1999

ESE 503 Diagnosis & Assessment of Exceptional Children
Multi-Disciplinary Evaluation Team
Corrie Wilson, Ph.D.
Class #2210

Apr 3 - May 5

ESE 504 Methods & Materials in Special Education
Assistive Technology
Matthew Press, MHS, OTR/L, ATP
Class #2090

ESE 506 Administration & Supervision of Special Education
Legal Aspects & Compliance
Janine Cawthorne, Ed.D.
Class #2213

ESE 506 Administration & Supervision of Special Education
Introduction to Special Education Administration
Maria Berecin-Rasoon, Ed.D.
Class #2092

ESE 509 Foundations of Special Education
Introduction to Disproportionality
Allison Wiener, M.Ed.
Class #2002



8-Week Online Courses

Jan 17 - Mar 7

ESE 504 Methods & Materials in Special Education
Part II Teaching Struggling Readers-Language & Reading Comprehension
Allison Wiener, M.Ed.
Class #2212

ESE 506 Administration & Supervision of Special Education
Disability Law
Janine Cawthorne, Ed.D.
Class #2265

Mar 9 - May 5

ESE 504 Methods & Materials in Special Education
Principles & Practices of Effective Co-Teaching
Pamela Fesko, M.A.
Class #2089





Educator Resources

Tucson-area educators, a local resource is featured below. TREC Director Jen Kinser-Traut shared with us an overview and recent updates about the organization.

Tucson Regional Educator Collaborative Retreat

Tucson Regional Educator Collaborative (TREC) works to bring together the region's educators, resources, and partners to support their evolving professional growth. The effort began in 2018, officially launched in July 2021, and today is continuously growing. TREC's current key efforts are: 1.) The TREC website (www.TRECarizona.org), a one-stop shop for finding professional learning, with over 60 PD Partners; 2.)

The TREC Teacher Leader Program is a 2-year cohort program that focuses on four teacher leader competencies (Professionalism, Professional Learning, Communication, and Advocacy for Teaching and Learning); 3.) Offering Professional Learning opportunities, including webinars, the June Summit, and Communities of Practices led by the teacher leaders focused on educator emotional resilience, equitable grading, mentoring, and more.

To support TREC's growth and work collaboratively with our partners and the region's educators, TREC regularly brings together various stakeholder groups and hosts bi-annual retreats. Teachers are at the forefront of this work and included in TREC decision-making bodies. The first retreat of this school year was focused on strategic planning, led by our consultant Catherine Tornbaum, with Interfuse Associates.

This retreat included 16 teachers from 12 districts and 1 charter school, including Amphitheater Public Schools, Baboquivari Unified School District, Catalina Foothills School District, Flowing Wells Unified School District, Tanque Verde Unified School District, Tucson Unified School District, Sunnyside Unified School District, and several others. There were also representatives from district administration from many of the above districts and partners from 20 different organizations including ADE, AZK12, CRR, COE, PCC, SAYZEC, and TVT. Beginning the day, attendees engaged in a retrospective of what TREC has done since it began in 2018. Building on these successes, the group looked ahead to brainstorm future successes, which led to a rich discussion of grouping these key efforts/priorities until we had three key strategic initiatives. These strategic initiatives are 1.) Collaborating to showcase and support teacher expertise, 2.) Promoting retention by creating a series of pathways to nurture and develop teachers, and 3.) Developing strategic partnerships and relationships that increase support for educators. It was an insightful and successful day full of shared ideas on how to move forward with spreading efforts, connecting, and building up the educator community in future years. The TREC Advisory board is continuing the work of Strategic Planning and the spring retreat will focus on fine-tuning the action plans around these three initiatives. TREC looks forward to continuing these efforts and supporting the region's educators.

[Click here for more information!](#)

Educator Resources



ASU PEER LEARNING PROJECT

Active Student-Centered Learning

An evidence-based technology, funded by the National Institutes of Health, that guides and supports engaging small-group lessons, making peer learning easy and fun for both teachers and students.



*Due to successful pilot study findings, the National Institute of Mental Health (NIMH) is funding the expansion of this program to high schools across the country.

WHY SHOULD SCHOOLS PARTICIPATE?

- Participation is **FREE** for schools
- Customized lesson plans
- Increased student engagement and academic performance
- Improved social connectiveness
- Supports for teachers and staff
- Help close the achievement gap
- Enhance educational equity
- Access to cutting edge learning technology

WHO IS ELIGIBLE TO PARTICIPATE?

The ASU Peer Learning Project Team is looking to partner with a limited number of **Arizona high schools** to implement this free evidence-based learning tool into classrooms beginning in Fall 2023.

WHAT IS PEERLEARNING.NET?

PeerLearning.net, a web-based platform that provides teachers with an accessible and affordable tool to deliver customized small group lessons using their existing lesson plans or by drawing from a library of available lessons included in the software.

PILOT STUDY RESULTS

Students in classrooms using PeerLearning.net engaged in cooperative learning and experienced:

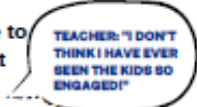
- Increased levels of peer support
- Higher levels of self-regulatory and social emotional skills
- Higher academic achievement (especially for minority students)
- Lower levels of loneliness and mental health symptoms

The ASU team will provide staff training, technology support, and resources to facilitate successful program implementation into current lesson plans.

WATCH VIDEO



Hear what teachers have to say about the program at PeerLearning.net



Questions? Sabina.Low@asu.edu

ENROLL NOW



*To request more information or to reserve your school's place in the program **SCAN** the code or click [HERE!](#)

[Click the image or here to register for this incredible opportunity from ASU](#)

Educator Spotlight- National School Psychologist Week

November 7-11 is National School Psychologist Week and we are so grateful for all of the work our Arizona School Psychologists.

[Click here to learn more and to watch videos of these #amAZing educators!](#)

Congratulations to our 2022 Award Winners

2022 Keith Perkins
Lifetime Achievement
Award



Samara Way, Ph.D., NCSP
Mesa Public Schools

2022 School Psychologist
of the Year



Noreen Roman, M.A.,
NCSP
Gilbert Public Schools

2022 Administrator of the
Year



Suzanne O'Dea, M.A.
Paradise Valley School
District

2022 Minority Scholarship
Recipient

\$1000.00 Award

Joscelyn Santos-Kendra

NAU, North Valley
Campus

We heard from some amazing Arizona educators at the Induction Symposium- Thank you for sharing your stories!



Lake Havasu USD

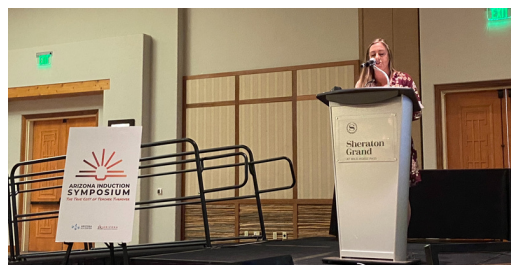
Jaime Festa Daigle, Dr. Rebecca Stone

Scottsdale USD

Stacey Pasquel, Alexis Wilson



Treva Jenkins- Maricopa USD



Justine Casper- Lake Havasu USD



Dr. Schavon Waggoner-
Phoenix Union High School District

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

Job Fair



ARIZONA EDUCATION JOB FAIR & CAREER EXPO

LEAS REGISTER TODAY

bit.ly/3Pyc5Jx

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.

**February 4th
8:00 AM - 2:00 PM**

www.azed.gov/teach/ade-state-educator-job-fair
Renaissance Phoenix Glendale Hotel & Conference Center
9495 W Coyotes Blvd, Glendale, AZ 85305



[Click here for more information](#)