

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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School Meals Investment

Superintendent Hoffman announced that the Arizona Department of Education will allocate \$6.75 million in pandemic relief funds to waive fees for students qualifying for reduced-price school meals. Beginning in January, this investment will make school meals free for thousands of Arizona students who do not already qualify for federally funded free meals. The funding will last through the end of the 2023-2024 school year and will pay for over 2.2 million meals.

[Click here](#) to read more about this historic investment

Superintendent Hoffman Farewell Message

When I first ran for office, I said that our public schools needed a relentless optimist. I'm proud to say at the end of this journey as your Superintendent, that my optimism has only grown by the work we have accomplished at ADE, and the work of educators across AZ. I am grateful for your partnership and dedication to our public schools.

Together we achieved so much despite the unprecedented onset of a deadly pandemic. We invested in our teacher workforce and educator development by using \$20 million for Donors Choose teacher projects. We created the first-ever Arizona Teacher Residency Program and started ADE's incredible Office of Recruitment and Retention.

We also invested in our students by expanding broadband internet for rural districts ensuring children can continue learning at home. We spent \$21 million hiring mental health professionals and made sure children are fed by paying for the fees owed by families on reduced-price lunches for the next year and a half.

Over these past 4 years, we have had so many successes, and I am grateful to all of you for helping make them happen. Many of these successes would not have been possible without directly hearing from educators about your needs for your students.

During my tenure, I visited hundreds of classrooms in all 15 counties. These visits were the highlight of my administration and kept me grounded and connected to our students and teachers. In one of those visits, I spoke with students at Mexicayotl Academy of Excellence who shared with me that they are not the leaders of tomorrow, they are the leaders of today. I think a lot about that student and their sentiment. The experience at Mexicayotl serves as a powerful reminder that our work is not just creating future leaders, but today's leaders as well.

As my administration and leadership at ADE come to a close, I still believe that Arizona's future starts in our schools. I still consider myself a relentless optimist for our public education system - because I know that you will continue this work. Together we led our schools through the most difficult time in their history, and we have so much to be proud of.

It is my ask that you continue to faithfully serve our students to the very best of your ability. I know you will.

And lastly, I hope you continue to be relentless optimists for our kids.

I will miss all of you. Dearly. Thank you for joining me on this incredible journey.



Kathy Hoffman, MS, CCC-SLP



Current Projects



The ERR team had the opportunity to attend a webinar focused on Indigenous Educator Pathways in order to better serve the citizens of the 22 Federally recognized tribes in Arizona.

The webinar, titled: "Making a Difference for American Indian and Alaska Native Students: Innovations and Wise Practices", explored systemic efforts and innovations that prepare, recruit, and sustain American Indian and Alaska Native educators.

The series was jointly programmed by multiple federally funded centers, including:

- The Region 11, Region 13, Region 15, Region 16, and Region 17 Comprehensive Centers
- Regional Educational Laboratory (REL) West, Southwest, Northwest, and Central
- Western Educational Equity Assistance Center (WEEAC)

<https://compcenternetwork.org/>

Principals' Academy

The Recruitment and Retention Team welcomed a group of current principals, assistant principals, district administrators, and Teachers on Assignment (TOA's) on November 29, 2022, for a full day-in person, Qualified Evaluator Training session. This event was part one of five sessions of the ADE's Principals' Academy, designed to study and discuss current topics facing on-site administrators. An additional cohort is scheduled to begin on Wednesday, February 8, 2023, with a few spots available for registration. Please contact Will Ambos at will.ambos@azed.gov for further information.

Educator Resources



[Click here to read the latest edition of the Arizona Council on Economics Education Newsletter](#)



UA Economics Education Opportunities

Free, virtual workshops from the University of Arizona Office of Economic Education.

We are excited to welcome guest instructor Angie Battle for both January events.

Teaching Scarcity and Choices (Elementary) - January 10

Designed especially for K-2 educators, this virtual workshop gives teachers helpful online and face-to-face strategies to teach the foundational economic concepts of scarcity and choice. Participants will receive a ready-to-implement lesson plan and a children's book.

Teaching Productive Resources & Resource Maps (Elementary) - January 24

In this session, you will discover how to use resource maps to guide Grade 2-3 students in learning about productive resources as well as the goods and services that producers create. Participants will receive a ready-to-implement lesson plan and a children's book.

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

Educator Resources- PAX Good Behavior Game

PAXIS Institute is proud to partner with the Arizona Department of Education and the Arizona Health Care Cost Containment System to offer fully-funded trainings to educators and community-serving professionals across Arizona. PAX is evidence-based, trauma-informed, and culturally responsive, resulting in improved educational outcomes, better mental health, and less substance misuse.

The Arizona Department of Education has announced a two-year partnership to provide social-emotional professional development training to Arizona teachers. The PAX Good Behavior Game® is a powerful evidence-based practice consisting of proven instructional and behavioral health strategies teachers can use with their students in the classroom. PAX GBG is a universal preventive intervention that improves classroom behavior and educational outcomes and provides a lifetime of benefits for every child by improving self-regulation and co-regulation with peers.

Fully-funded trainings for Arizona Educators from PAXIS Institute and the Arizona Department of Education



Teachers are talking about PAX...

Since we started doing PAX, students at all grade levels are taking ownership for their own actions both academically and socially.

PAX improves student behaviors, helps them to focus on their tasks, and teaches them teamwork, cooperation, and self-respect.

After learning PAX I feel more comfortable in how to manage a classroom and more prepared as a teacher.

★ What is the PAX Good Behavior Game?

The PAX Good Behavior Game (PAX GBG) is a school-based, classroom preventative intervention used by educators to teach self-regulation. PAX GBG is not a set of lessons or a curriculum, but strategies teachers use throughout their day to build students' behavioral skills and stamina for focused attention and on-task behavior.

Longitudinal research by Johns Hopkins University has shown that students who received PAX Good Behavior Game are more likely to experience success in school and have significantly improved lifetime outcomes.

★ About PAX GBG Training

The PAX GBG Initial Training consists of 6 content hours during which participants learn how to implement the evidence-based practice in their classrooms during normal instruction.

★ Resources for PAX Teachers

The PAX Good Behavior Game Kit includes everything teachers need to get started with implementing the PAX Good Behavior Game in their classroom. This includes the PAX GBG Manual and all the items necessary to implement all the PAX strategies. The kit also includes the PAX UP! App to guide implementation, collect and analyze data, and gauge progress, as well as access to the PAXIS website as a registered user. The PAXIS website provides instructional videos and hundreds of downloadable resources for use in the classroom. The PAX Good Behavior Game Kit includes everything teachers need to implement PAX right away!

If 75 first grade students received PAX GBG for 1-2 years, we would expect to see the following improvements by the age of 21*

- ✓ 4 more boys will graduate from high school
- ✓ 7 more girls will graduate from high school
- ✓ 3 fewer young people will develop alcohol addiction
- ✓ 5 fewer young people will become regular smokers
- ✓ 6 fewer students will need special education services
- ✓ 7 fewer young people will develop drug addiction
- ✓ 5 fewer boys will attempt suicide
- ✓ 4 fewer girls will contemplate suicide

*About this data: Two separate studies at Johns Hopkins University followed 1,500 children from first grade to adulthood. Read more at www.pubmed.gov.

FOR MORE INFO

VISIT
paxarizona.org

EMAIL
paxarizona@paxis.org

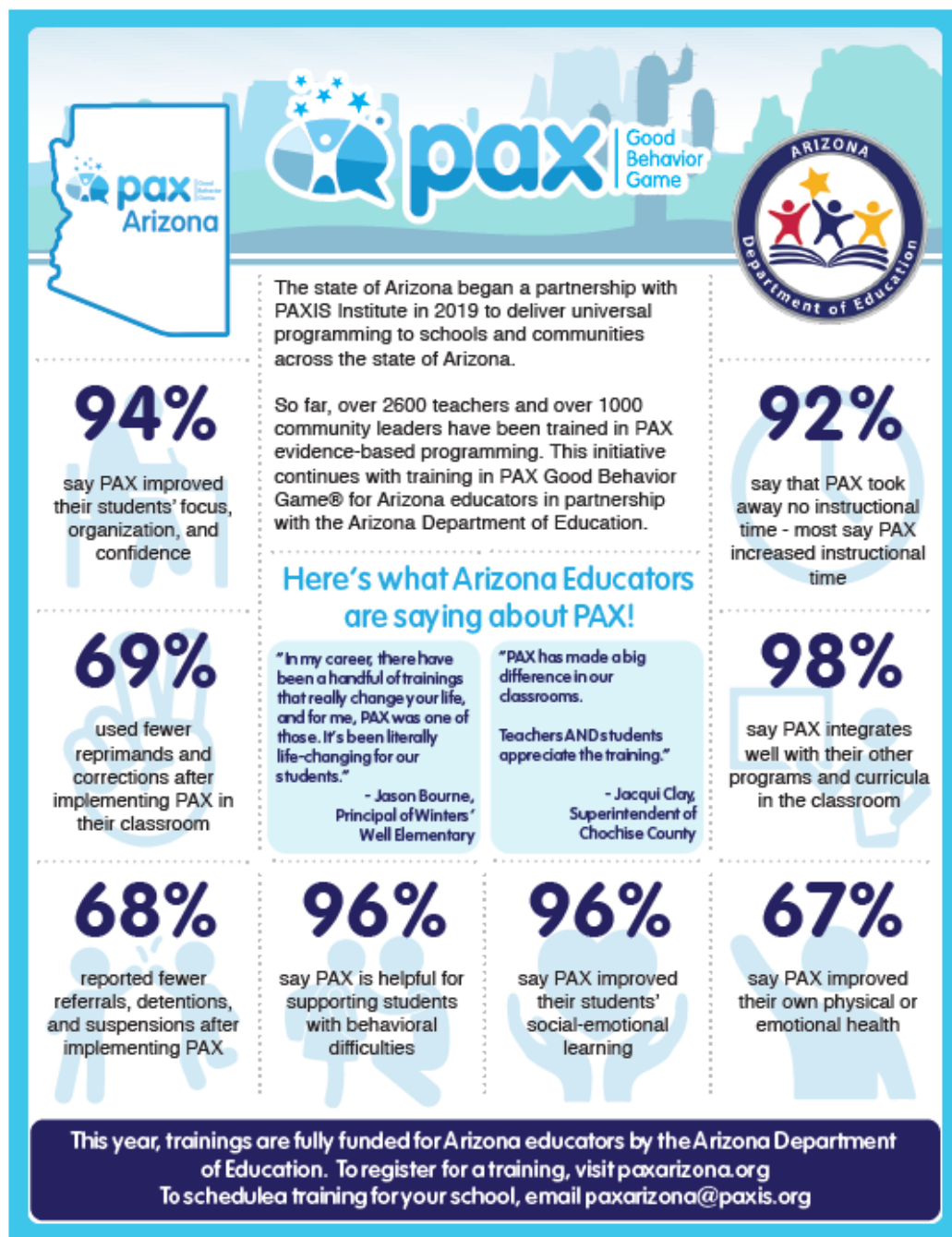
TRAINING MADE POSSIBLE
WITH FUNDING FROM
Elementary and Secondary
School Emergency Relief
(ESSER) Fund

PAX Good Behavior Game® is a trademark of PAXIS Institute. PAXIS is an international prevention science organization. www.paxis.org.

nrv 6.14.22

[Click here to register](#) or email: paxarizona@paxis.org

Educator Resources- PAX Good Behavior Game



rev 4.19.22

[Click here to register](http://paxarizona.org) or email: paxarizona@paxis.org

Educator Resources



19th Annual - Mathematics Educator Appreciation Day

MEAD is a hybrid conference with speakers and participants attending remotely and in-person at Tucson High Magnet School



@UArizonaCRR

#MEAD2023



Sponsored by:



- Free for ALL Arizona Educators to attend.
- There is a \$125 fee for non-Arizona Educators.
- More than 100 sessions!
- Session times will vary from 7:00am-5:00pm
- Keynote speaker: **Peg Smith**
- Door Prizes & Regional Prizes
- Registration required at the CRR website

<https://crr.math.arizona.edu/mead-conference>

Peg Smith is a Professor Emerita at University of Pittsburgh and recipient of the NCTM Lifetime Achievement Award.

Peg will speak to how the 5 Practices are a Tool for Supporting Equitable Mathematics Classrooms.



[Click here to register for the MEAD conference](https://crr.math.arizona.edu/mead-conference)

Job Fair



ARIZONA EDUCATION JOB FAIR & CAREER EXPO

REGISTER TODAY

www.azed.gov/teach/ade-state-educator-job-fair

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 resumes and interview practice.

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

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



[Click here for more information](https://crr.math.arizona.edu/mead-conference)

Educator Preparation Program Updates

The Educator Preparation Program Team is excited to announce that our 1st Classroom-Based Educator Preparation Program (EPP) Quarterly Meeting will be held on March 9, 2023. The purpose of the Classroom-Based EPP Quarterly Meetings is to provide Local Education Agencies (LEAs) with the opportunity to connect, collaborate and discuss classroom-based program planning strategies and best practices with other institutions across the state of Arizona.

If you are interested in becoming a Classroom-Based Preparation Program Provider, please contact EPP.Inbox@azed.gov for more information regarding the application and approval process.

Troops to Educators Updates

Attention Troops to Educators (or Troops to Teachers) program completers:

Are you a service member who went through the Troops to Teachers/Troops to Educators program? We would like to hear from you! Please take this brief survey to provide feedback on our program. [Click here to provide input.](#)

Government Accountability Office (GAO) Visit

The GAO visited Arizona in mid-November to do an audit and fact-finding interview of the Troops to Educators program. After reviewing Arizona's program, they commented that they were very impressed with the Arizona program and what our state has accomplished for veterans seeking employment after service.

The GAO will prepare a final national report on all programs to submit to the United States Congress in hopes of passing the 2023 National Defense Authorization Act. With passage, we expect significant additional funding for the Arizona Troops to Educators program. This extra funding will help cover all education costs incurred to become an educator to any service person recently separated from service.

Educator Spotlight

**READY FOR WINTER
BREAK...**



Thank you to our recent Principal's Academy completer, Clint Ambos Dean of Students and Athletic Director for Eduprize- Gilbert for giving us a smile and a laugh. We need it!

Discovery Education



Grades 6 – 8 Recommended Resources:

- [Primary Sources](#) – Discover an array of primary source resources that span from ancient civilizations to modern-day events. In this channel, explore authentic images and documents from a variety of subjects, including STEM, world history, civics, literature, the arts, and more.
- [Math: Probability](#) – Explore grade-specific resources to introduce the ideas of probability in your classroom through real-world examples and practice explanations.
- [Science: Sea Studios Foundation](#) – In this series, learn about key scientists who made advancements in their fields such as biology, paleontology, neurobiology, and more.
- [Social Studies: Women in History](#) – Celebrate the remarkable journey and impact of women throughout history and learn contemporary stories of women changing the world. This collection showcases stories of pioneering women throughout history who fought for equality regardless of gender.
- [Health & Wellness: Better Health in Action](#) – Building a healthier future begins with informed agents of change taking action here and now. Join Takeda and Discovery Education as we aim to inspire students to embrace health equity and confront the realities of global health inequities with creative solutions.

Grades 9 – 12 Recommended Resources:

- [Literacy: Literary Devices](#) – Discover the different literary devices, or techniques, writers use to make their work more interesting to read. Writers use special techniques, especially in fiction and poetry, that make the writing exciting and memorable.
- [Math: Explanation Videos](#) – Looking for videos to scaffold learning for students or build background knowledge? Explore DE's Math Explanation and Overview videos to support all students.
- [Science: STEM Careers](#) – Learn about fascinating STEM careers through a variety of resources including career profiles, student activations, challenges, classroom activities, virtual field trips, and more.
- [Social Studies: Global Oneness Project](#) – Discover immersive documentary films that show individuals and communities who demonstrate resilience, passion, and advocacy as they contend with major issues facing humanity. In this collection, Global Oneness Project presents a series of stories that broaden our perspectives on social, cultural, and environmental issues.
- [Health & Wellness: Child Mind Institute](#) – Explore four series dedicated to stamping out stigma around mental illness and learning differences.



Grades PreK - 2 Recommended Resources:

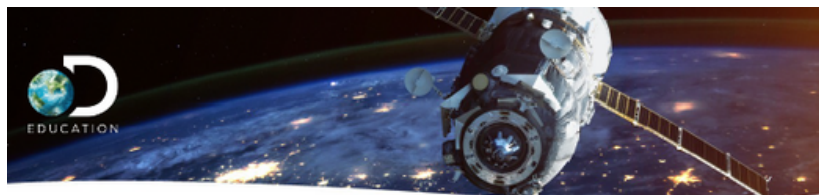
- [Literacy: Maya and Miguel](#) – Immerse students into these colorful, language-filled adventures which promote the value of a culturally diverse society. Maya and Miguel demonstrate the importance of doing good for family and community.
- [Math: Math in Context](#) – Help students investigate the context in which math is used. From sports, to medicine, to music – math is all around us in everyday life.
- [Science: Polar Bears](#) – Venture into the Arctic—the land of polar bears. With two layers of fur, a thick layer of blubber, and large paws, polar bears are specially adapted to survive on the Arctic ice and swim in frigid water. Climate change is causing the Arctic polar ice cap to melt, threatening the survival of polar bears.
- [Social Studies: Time Warp Trio](#) – Watch what happens when three 10-year old city kids get their hands on a magic book that can send them anywhere in time or space. Each episode is based on real history and offers up a quirky, interesting fact!
- [Health & Wellness: Child Mind Institute](#) – Explore four series dedicated to stamping out stigma around mental illness and learning differences.

Grades 3-5 Recommended Resources:

- [Literacy: Weston Woods](#) – See children's picture books come to life with Weston Woods. By seeking the best books from all over the world and adapting them to preserve the integrity of the original, Weston Woods helps children discover the riches that are trapped between the covers of the books and motivates them to want to read for themselves.
- [Math: Cha-Ching Money Smart Kids](#) – Go beyond counting coins with these fun and engaging videos and activities that introduce concepts of finance to students.
- [Science: Wonderscape](#) – This series highlights key historical figures in the science field and their impact on the advancement of science and technology – explained for younger learners.
- [Social Studies: Animated Hero Classics](#) – Explore this series of biographies of scientists, inventors, explorers, and social champions from around Europe, North America, and the Middle East.
- [Health & Wellness: Inner Explorer](#) – Experience Inner Explorer's mindfulness-based stress reduction (MBSR) program through a series of audio-guided meditation practices.

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

Discovery Education



January Timely & Relevant Resources



Key Monthly Celebrations

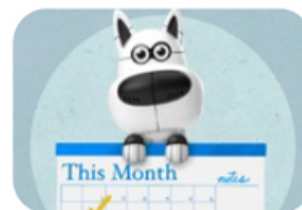
- New Year's Day (1/1): [K-2](#) | [3-5](#) | [6-8](#)
- Martin Luther King, Jr Day (1/16) [K-2](#) | [3-5](#) | [6-8](#) | [K-12 Channel](#)
- Lunar New Year (1/22) [K-2](#) | [3-5](#) | [6-8](#) | [K-12 Channel](#)

Timely Celebrations

- [New Year's Day \(1/1\)](#): Explore some of the many ways that different cultures say goodbye to the old year and hello to the new one.
- [National Science Fiction Day \(1/2\)](#): Share this podcast with students to learn about Octavia Butler, an author who forever changed the science fiction game.
- [Mind-Body Wellness Day \(1/3\)](#): Experience Inner Explorer's mindfulness-based stress reduction (MBSR) program through a series of audio-guided meditation practices. These short, daily exercises focus on key areas of development, bringing mindfulness to education and helping students prepare for learning.
- [World Braille Day \(1/4\)](#): In this episode of Stuff You Should Know, Josh and Chuck discuss the Braille alphabet – from its origins in Charles Barbier's "night writing" system to the many Braille codes that exist today.
- [Penguin Awareness Day \(1/20\)](#): Put on your tuxedo and celebrate the world's favorite flightless bird. Investigate the different shapes and sizes of penguins around the world, explore their habitats, and see how penguins glide through the water just like other birds fly through the air.
- [International Holocaust Remembrance Day \(1/27\)](#): USC Shoah Foundation is dedicated to making audio-visual interviews with survivors and witnesses of the Holocaust and other genocides a compelling voice for education and action. Explore The Willesden Project and learn about the impact of a powerful narrative that we hold within ourselves the power to overcome hatred.
- [Data Privacy Day \(1/28\)](#): Explore data like never before! Using real-world data sets, standards aligned activities and interactive tools, Discover Data connects students to using data as a powerful problem-solving tool. Video career profiles introduce students to the real-life professionals who use data in their work with sports teams, T.V. networks, and more.



January Timely & Relevant Resources



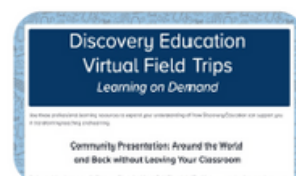
January Activity Calendars

Explore ready-to-use activities that provide students with opportunities to explore their curiosity around a variety of topics. [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: DE Virtual Field Trips Learning on Demand

Join Rita Mortenson as she discusses the power of virtual field trips and shares ways to maximize the experience with students. Use this professional learning resource to expand your understanding of how Discovery Education can support you in transforming teaching and learning.

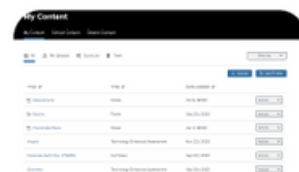


Strategy of the Month: 3-2-1 Pyramid

Students use a graphic organizer to capture their thinking while viewing a DE resource. This builds foundational knowledge that helps students produce a summary. This strategy provides a scaffolded framework that guides student practice as they master the process of summarizing information. View all strategies in the [SOS Channel](#).

Feature of the Month: My Content

Stay organized year to year! My Content allows you to collect, organize, share, and retrieve your favorite Discovery Education digital curriculum resources in an organized filing structure. Organize by subject, topic, unit, or however fits your lesson plans!



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