

# EDUCATOR RECRUITMENT AND RETENTION

## GUIDING PRINCIPLES

*A high-quality education is vital for the success of our children, community, and state. Ensuring that all students have access to a professional, prepared, and effective educator will happen when:*

- Salary packages are comparable to the education and training of other professional fields.
- Adequate resources for classrooms, students, and educators are provided.
- Educator autonomy, relevant professional learning, and leadership opportunities are common practice throughout a school system.
- Effective, collaborative, and representative leadership exists at every level.
- Educator preparation pathways honor prior experience, promote cultural competencies, and prioritize people from underrepresented backgrounds to ensure learner-ready educators.

## PRINCIPLES IN ACTION

*The Arizona Department of Education Recruitment and Retention team will advocate and support communities and Local Education Agencies (LEAs) by:*

- Developing research-based toolkits and resources to collaboratively advocate for the needs of educators and students at a community and statewide level.
- Providing effective professional learning and development that is culturally responsive and honors educators as experts by being differentiated to their unique needs.
- Building and supporting pathways for leadership that meet the needs of students and the local education system; and elevates student achievement as well as educator efficacy.
- Establishing effective systems and pathways to recruit and retain education professionals, prioritizing those from underrepresented backgrounds and experiences.
- Ensuring education professionals enter the workforce with appropriate resources and preparation, which includes culturally responsive and social-emotional training.

**We would love to come visit your site, hear about your successes/challenges, and see how we can support your work.**

**Please contact us to set up the conversation:**



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