

# Education Leaders Call



May 12, 2021

**Kathy Hoffman**  
Superintendent of Public Instruction

# Welcome



# Agenda for Today

## Grants Update

- ✓ Kate Wright, ADE

## Million Dollar Teacher Project

- ✓ Ibukun Oluyi ([ioluyi@asu.edu](mailto:ioluyi@asu.edu))
- ✓ Lloyd Hopkins ([lloyd@mdtproject.org](mailto:lloyd@mdtproject.org))  
phone: 602-577-0401

## Utilizing Title Funds

- ✓ Angie Madsen, ADE  
([angie.madsen@azed.gov](mailto:angie.madsen@azed.gov))



# LEA Grant Draw Downs

GRANT CYCLE	ALLOCA TED	PAID	%	NOTES
FY2021	\$ 948,929,835	\$ 400,045,932	42%	EXPIRES 9/30/21
ESSER I	\$ 263,580,829	\$ 130,529,857	50%	
ESSER II	\$ 1,083,590,043	\$ 11,955,745	1%	
TOTAL	\$ 2,296,100,707	\$ 542,531,534	24%	

**Note:** ESSER I funds do not expire until 9/30/22, but more of these funds have been expended than FY21 funds.



# LEA Grant Draw Downs

# \$548,883,903

- Over half a billion dollars in FY21 funds needs to be obligated by 9/30/21 and fully expended by 12/31/21.
- This is in addition to ESSER I, ESSER II, and FY22 funds- all which have later expiration dates than FY21 funds.



# FY 21 Funds to Spend

## These funds include:

- Title I, II, III, IV
- McKinney Vento
- Migrant Education

## Consider using unobligated FY21 funds for\*:

- Summer programming
- Immediate academic interventions
- Social and mental health supports
- Family engagement

\*As allowable per grant



# Supports

- ✓ **Consult with your educational community and stakeholders**
- ✓ **Rely on ADE**
  - ✓ **We will meet individually per grant**
  - ✓ **We will meet collectively with multiple grants**
  - ✓ **We will provide examples of how other LEAs are utilizing their funds**
  - ✓ **We can connect you with “like” LEAs for networking**





# ESEA Funds: Teacher Recruitment & Retention

**Angie Madsen**

Deputy Associate Superintendent of Educator & School Excellence

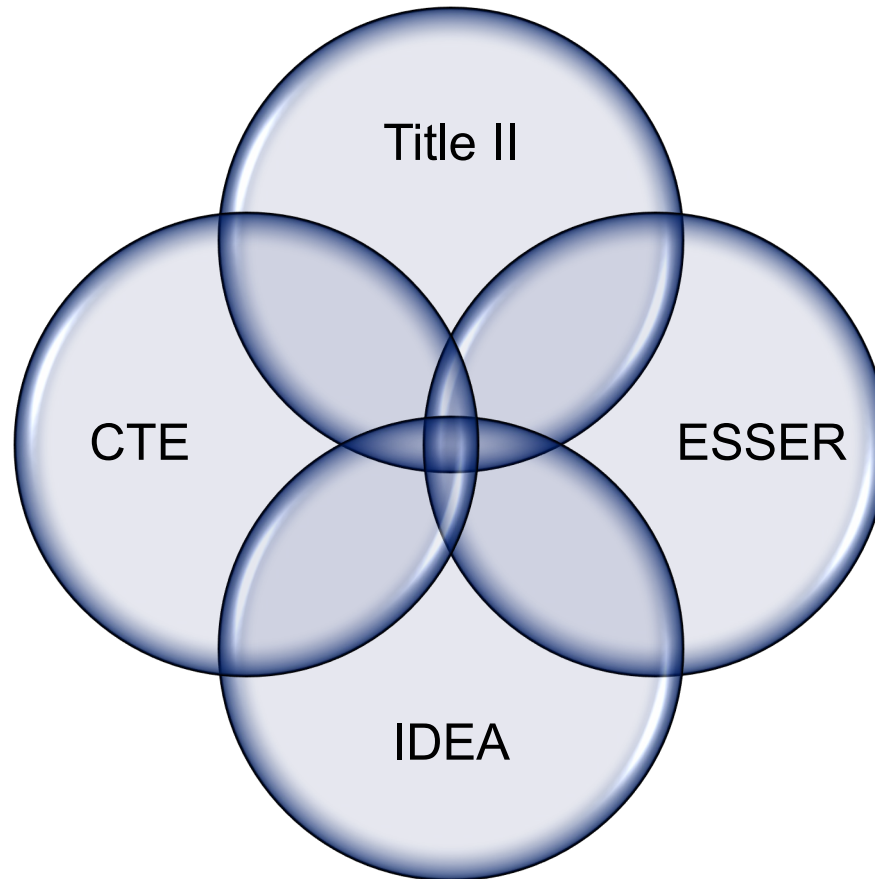


# Why are Retention & Recruiting so Important?

- **50% of teachers will leave the profession in their first 5 years.**
- **Replacing teachers is expensive.**
- **"Knowledge Bank" - Teachers become more proficient at their craft over time**
- **Student Achievement**



# Recruiting & Retention - Braiding your funding buckets



# How can we use Title II for R&R?

- ✓ Improve the quality and effectiveness of **teachers, principals, and other school leaders**
- ✓ **Increase the number of teachers, principals, and other school leaders** who are effective in improving student academic achievement in schools
- ✓ Provide low-income and minority students **greater access to effective teachers, principals, and other school leaders.**

# Retention

*Teachers, Principals, School Leaders*

**Professional Development:** Using Title II funds to provide on-going professional development

- Grading, curriculum & instruction practices
- Time for curriculum writing/design & collaboration
- Early & appropriate behavior interventions & academic interventions
- Equity, social justice, inclusion
- Social emotional learning
- Effectively integrate technology into curricula and instruction
- Effectively engage parents, families, and community partners and coordinate services between school and community
- Effective use of data

**Time:** Adding time to the day to provide opportunities for collaboration and intervention

**Interventionists:** Hire/train academic & behavioral interventions

**Instructional Coaches:** LEAs will hire an instructional coach to provide professional development, support, and guidance to both new and veteran teachers.

**Mentors:** LEAs will hire mentor teachers to provide support and guidance to new teachers to the profession and to the district. Typically, new teachers are placed in a teacher/mentor program.

# Retention

*Teachers, Principals, School Leaders*

**Orientation/Induction Stipend:** New teachers to the district go through a new teacher orientation/induction prior to the school year and contract start date. These teachers receive a stipend for their off-contract time.

**English Language Learners:** Provide professional learning for teachers, counselors, and other staff to increase the effectiveness of the English language instruction provided to English learners.

**Other Support Positions:** LEAs will have other positions that provide additional support to teachers such as team leads, grade chairs, directors, etc.

**Performance Incentives:** LEAs will pay a stipend to teachers who demonstrate effectiveness in the classroom through evidence of data in student academics and teacher performance. This can also be used to pay high-performing administrators.

**Administrators:** improvement of a rigorous, transparent, and fair evaluation, and support system for teachers, principals, or other school leaders that is based on evidence of student achievement and may include student growth - academies, bootcamps, conferences, training

- Principals/Administrators
- Counselors/social workers

# Recruitment

*Teachers, Principals, School Leaders*

**Stipend:** LEAs will pay a stipend to teachers who are filling high needs areas such as high school math and special education. Additionally, stipends are for teachers changing grade levels, content areas or schools within the LEA. Also, rural schools use this stipend to attract teachers to their area.

**Moving:** LEAs can reimburse or pay a stipend to teachers to assist with moving and relocation expenses such as hiring a moving company or hotel expenses. This expense is typically a small percent of the actual moving cost.

**Job Fairs:** LEAs will participate in state and national job fairs. The expenses could include registration, travel, hotel, and supplies.

**Advertising:** LEAs will advertise open job positions through media such as external websites, local newspapers, signage, etc.

# Best Practice

*Teachers, Principals, School Leaders*

**Tolleson Union High School District** - culture & efficacy

**Phoenix Elementary District** - competitive salaries

**Balsz School District** - teacher leadership programs & National Board Certification

**Wickenburg & Saddle Mountain Districts** - compressed work week, PD on Fridays

**Litchfield Elementary District** - coaching, mentoring

**Peoria Unified** - recruiting



Questions?