



EDUCATOR RECRUITMENT & RETENTION

POLICY & PROGRAM UPDATES FOR INDIGENOUS STAKEHOLDERS
JULY 19, 2021

BACKGROUND & SUPERINTENDENT'S VISION

When Superintendent Hoffman took office in 2019, the educator workforce crisis was already one of the top issues facing Arizona LEAs. Although ADE had some R&R Specialists in different departments, there was no unified effort to address the issue.

The Educator Recruitment & Retention team was created in November 2019 to unite the agency and make this issue a top priority. We want to serve as a hub of information, research, best practices, & connections for LEAs and education organizations.

ADE EDUCATOR RECRUITMENT & RETENTION TEAM



**BRUCE
DUPLANTY**

DEPUTY ASSOCIATE
SUPERINTENDENT



**STEVE
LARSON**

DIRECTOR



**LEE
FERNWAULT**

TROOPS TO
EDUCATORS
COORDINATOR



**DAISE
ROBLEDO**

EDUCATOR
PREPARATION
PROGRAM
SPECIALIST



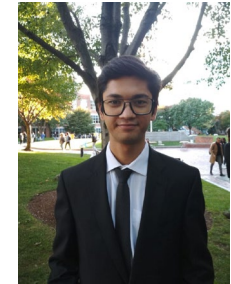
**KIM
LESAGE**

EDUCATOR
RECRUITMENT &
RETENTION
SPECIALIST



**SARAH
RICHARDSON**

EDUCATOR
RECRUITMENT &
RETENTION
SPECIALIST



**KAVIN
SHAH**

DATA REPORTING
ANALYST

PRINCIPLES OF ACTION

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.

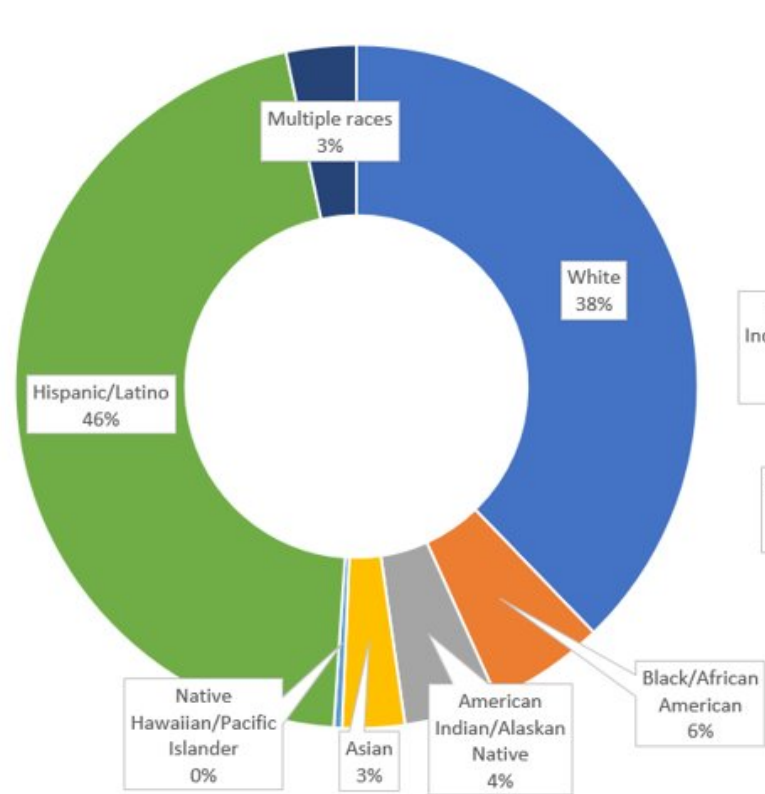
STATE OF THE STATE

Quick Facts:

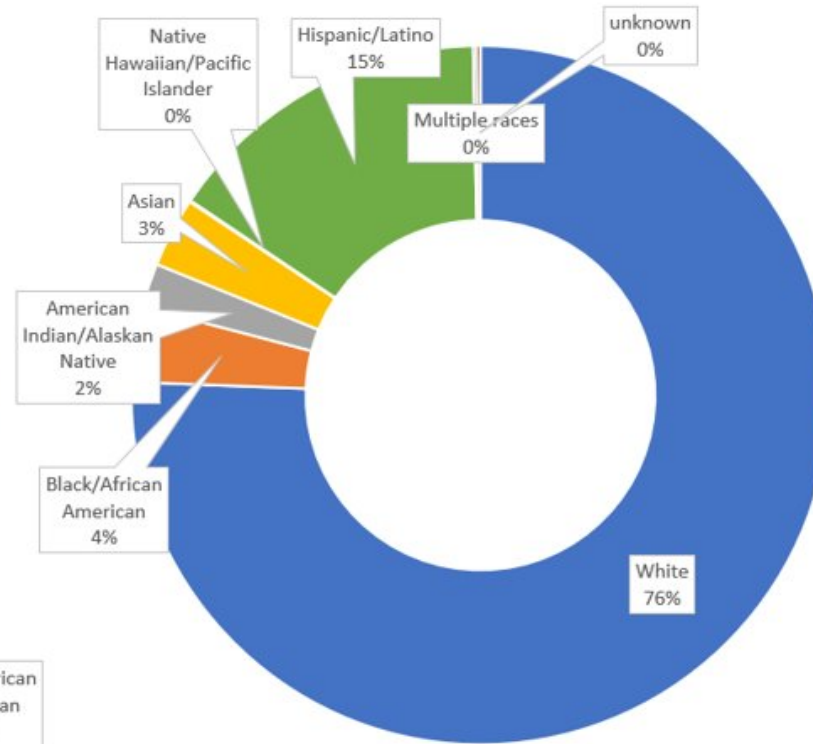
- AZ EPPs had highest increase in tuition in the nation since 2009
- Not enough students entering/graduating to fill need
- Retention the biggest issue- 44% attrition rate within first 3 years
- Top reasons AZ teachers leave: Lack of support, culture/climate, not feeling heard, low salary, lack of career advancement opportunities outside of administration
- Educator diversity- educator population does not reflect student population

WORKFORCE DIVERSITY

Student ethnicity -2019/2020



Teacher ethnicity -2019/2020



ACHIEVEMENTS & INITIATIVES

Improved Data Collection

- Building team capacity
- TIA updates

Updated website & repository creation

- Data Dashboard coming soon

Pipeline

- Classroom-based programs
- Troops to Educators
- EPP outreach

Outreach

- 46+ LEAs around Arizona
- Content Area Organizations
- Education Organizations
 - (ASPAA, 4FrontEd, Mexico Indigenous Teacher Education Project, UA, ASU, NAU, Phoenix College, American Institutes for Research, Rural Development Council, Arizona Commerce Authority, All in Education, AzABSE, OIE, CFA, CCSSO, CRR @ UA, AATM, TESOL, GPEMC, ITEP, PPB)
- Newsletter

ACHIEVEMENTS & INITIATIVES

Elevating Educator Voices

- #ACEproject
- Website recognition
- Newsletter

Teacher Table Talks

- 3 events in 2020
- 12 in Spring 2021: content area, & regional

Professional Model Standards Approval

- Mentoring & Induction
- Supervisors of Principals
- Teacher Leader

Endorsements/Certificate Updates

- SPED endorsement
- Teacher Leader endorsement
- Associate certificate
- Certification guidance document for Spanish speaking international teachers
- Updated/translated certification guides for international teachers

Professional Learning Academies

- SOPA
- Principals Academy
- Teacher Leader Academy

PROJECT FEEDBACK

- Gather feedback from those in the field
 - What is working
 - What are challenges
 - How can ADE help
- Educators Rising
- Establish educator preparation programs at tribal colleges/community colleges
 - Grow your own as an effective strategy
- Provide resource guides to help LEAs and educators honor Indigenous culture
- Elevate Indigenous educator voices
 - Teacher Table Talks
 - Newsletter
 - #ACEproject

CLOSING

Thank you for inviting us today- your feedback and input directly impacts our work and the work of the agency.

Call to Action- We have many ways to highlight the great work Arizona educators are doing around the state:

- #ACEproject
- Newsletter features
- Committee volunteers

Website- www.azed.gov/teach

Email us- teach@azed.gov

