



**Exceptional
Student Services**

ESS Recruitment & Retention Updates

Tracey Sridharan

Director of Professional Learning & Sustainability

Recruitment Opportunities



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In-State and Out-of-State Recruitment

[Arizona Education Employment Board](#)

[Arizona Education Job Fair & Career Expo](#)

Booths at ASHA and the CEC Conference

[Education Career Fairs Calendar](#)



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ARIZONA EDUCATION JOB FAIR & CAREER EXPO

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.

**LEA PRIORITY
REGISTRATION DEADLINE**

October 25th

REGISTRATION DEADLINE

December 5, 2022



**FEBRUARY 4, 2023
8:00AM - 2:00PM**

MORE INFO
teach@azed.gov

Renaissance Phoenix Glendale Hotel & Conference Center

9495 W Coyotes Blvd, Glendale, AZ 85305

LEAs and Job Seekers - Register today!

ADE/ESS

Grow Your Own Programs

General Education Teacher to Special Education Teacher (GETSET)

ESS Spotlight

The ADE/Exceptional Student Services Professional Learning and Sustainability unit hosts a "grow your own" opportunity for educators in Arizona public schools. The program provides funding for tuition assistance to paraprofessionals and general education teachers that leads to full special education teaching certification. The following are three general education teachers in the General Education to Special Education Teacher (GETSET) program. Please help us recognize these aspiring special educators!



Lynn Dawsey has worked at Paradise Honors Elementary School in Surprise, Arizona for the last 18 years, ever since her own children were in kindergarten. She started her career at the school as a paraprofessional and for 13 years worked with students with disabilities, focusing on inclusion in the general education classroom. She recently pursued her K-8 Elementary Certification and taught second grade for three years before deciding to return to her position as a paraprofessional working with students with disabilities. When a position opened to work as a teacher with first grade students with disabilities at Paradise Honors, Paradise Schools approached Lynn to see if she would be interested in tuition reimbursement through ADE/ESS GETSET. She accepted and is currently enrolled in the Rio Salado Special Education Certification Degree Program, working to become a certified special education teacher.

Kaitlyn Dennis has been looking for an opportunity to pursue a master's degree in special education with an option for tuition reimbursement for almost ten years. A 2018 University of Arizona graduate with a Bachelor's degree in Early Childhood Education and a minor in Special Education, she used to give with her professor that she had almost taken enough special education classes to have a dual major. Currently, Kaitlyn teaches second grade at J. Robert Hendricks Elementary, a Title I school in the Flowing Wells Unified District in Tucson, Arizona. Flowing Wells is supporting her with tuition reimbursement through a partnership with the ADE/ESS-sponsored General Education to Special Education Teacher (GETSET). Kaitlyn says that the combination of a larger repertoire of knowledge gained by taking classes, along with the extensive time she spends in the classroom, puts her in the unique position to support her colleagues and coworkers through the Teacher Assistance Team. Her dream is to continue working in Flowing Wells as she increases collaboration between special education and general education teachers to educate all students. Kaitlyn is scheduled to student teach next fall and to walk with cap and gown at the Northern Arizona University December 2022 Commencement ceremony.




Special Education Teacher Tuition Assistance (SETTA)


ESS Spotlight

The ADE/Exceptional Student Services Professional Learning and Sustainability unit hosts a "grow your own" opportunity for educators in Arizona public schools. The program provides funding for tuition assistance to paraprofessionals who are attending educator preparation programs that lead to full special education teaching certification. The following three stories are about paraprofessionals who are currently working through the Special Education Teacher Tuition Assistance (SETTA) program.


When Melanie Williams's daughter started kindergarten at Wilcox Elementary School District, she decided to begin working in the school as a paraprofessional. Melanie said, "It's always fun to go to work and see the moments of learning on my students' faces when things click for them. To see them grow lifts my spirits." Recently, her family moved from Sierra Vista to Wilcox, Arizona for her husband's job. Having completed her Associate of Arts degree at Cochise College in Sierra Vista, the Wilcox Elementary School District worked with Melanie to continue her education through the Arizona Department of Education Exceptional Student Services Special Education Teacher Tuition Assistance (SETTA) program. Melanie is now working toward a degree that leads to special education certification through NAU. She anticipates her graduation date to be December of 2022.



Madeilyn Statham has always enjoyed working with different types of people. That joy led her to work as a paraprofessional at Pensacola Academy. Madeilyn herself has a learning disability, so she felt working in that role was a perfect fit. Once the opportunity to participate in the Arizona Department of Education Exceptional Student Services Special Education Teacher Tuition Assistance (SETTA) Program became available, Pensacola Academy supported her in meeting the requirements of this tuition reimbursement program. She is currently enrolled in the Rio Salado College Post-Baccalaureate program, which will lead to a special education teacher certification in Mild/Moderate Disabilities for students in kindergarten through Grade 12. Madeilyn will be entering her student teaching semester in the spring of 2022 and plans to graduate in the summer.



Melina Guzman is a paraprofessional who is also participating in the Arizona Department of Education Exceptional Student Services Special Education Teacher Tuition Assistance (SETTA) Program through the Kyrene School District. She says her colleagues there "are like a second family." That may be due in part to the fact that Guzman herself is not only an alumna of the Kyrene district but of Kyrene de las Brisas, the elementary school where she is currently employed. She has worked in the district for eight years and will be completing her Associate of Arts degree at Chandler-Gilbert Community College in December of 2022. Melina plans to transfer to Arizona State University to become fully certified in special education.





Exceptional Student Services


New!

Grow-Your-Own
Guidance
Document



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The cover of the "Grow-Your-Own Guidance Document" features a photograph of a smiling woman with dark curly hair, wearing a blue sleeveless top, holding a clipboard. The background shows a school hallway with blue lockers. The bottom half of the cover is a dark blue gradient with a yellow and red diagonal stripe. The Arizona Department of Education logo is in the top left, followed by the text "Exceptional Student Services". Below that, the title "DEVELOPING A GROW-YOUR-OWN PROGRAM" is written in all caps, followed by a horizontal line and the subtitle "Tuition Reimbursement to Support Future Special Educators".

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DEVELOPING A GROW-YOUR-OWN PROGRAM

Tuition Reimbursement to Support Future Special Educators



Retention Opportunities



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ESS Supports and Resources

Exceptional Student Services ensures that public education agencies in Arizona have special education programs, policies, and procedures that comply with the federal Individuals with Disabilities Education Act (IDEA) and its implementing regulations, and that eligible children and youth with disabilities receive a free appropriate public education (FAPE). ESS provides professional learning opportunities, provides technical assistance to schools, supports the needs of families of students with disabilities, monitors schools for compliance with the regulations that implement the IDEA, and administers the IDEA Entitlement grant.

[ESS Blog](#) | [ESS Quick Links](#) | [ADE/ESS IDEA Conference](#)

Professional Learning and Sustainability

- [Behavior, Mental Health, & SEL](#)
- [Literacy](#)
- [Math](#)
- [Recruitment and Retention](#)

Special Projects

- [Assistive Technology](#)
- [Special Populations](#)
- [Secondary Transition](#)
- [My Future AZ](#)
- [Post School Outcomes](#)



Exceptional Student Services

SELECT Courses at NAU

- **Free** professional learning for re-certification hours and professional growth
- Available for graduate credit for a fee



Exceptional Student Services

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

<p>ESE 501 Exceptional Children in General Programs <i>Autism & Communication Skills</i> Jason Silva, M.Ed. Class #1996</p>	<p>ESE 501 Exceptional Children in General Programs <i>Inclusive Teaching & Learning</i> Laurie Dietz, M.Ed. Class #2208</p>	<p>ESE 502 Behavioral Management in Special Education <i>Differentiating Emotional Disabilities and Behavioral Disorders</i> Sang Hee Kim, M.Ed. Class #1998</p>
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Feb 20 - Mar 31

<p>ESE 503 Diagnosis & Assessment of Exceptional Children <i>Part II Severe & Multiple Disabilities</i> Lella Williams, Ph.D. Class #1999</p>	<p>ESE 503 Diagnosis & Assessment of Exceptional Children <i>Multi-Disciplinary Evaluation Team</i> Corrie Wilson, Ph.D. Class #2210</p>
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Apr 3 - May 5

<p>ESE 504 Methods & Materials in Special Education <i>Assistive Technology</i> Matthew Press, MHS, OTR/L, ATP Class #2090</p>	<p>ESE 506 Administration & Supervision of Special Education <i>Legal Aspects & Compliance</i> Janine Cawthorne, Ed.D. Class #2213</p>	<p>ESE 506 Administration & Supervision of Special Education <i>Introduction to Special Education Administration</i> Maria Berecin-Rascon, Ed.D. Class #2092</p>
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ESE 509 Foundations of Special Education
Introduction to Disproportionality
 Allison Wiener, M.Ed.
 Class #2002

8-Week Online Courses

Jan 17 - Mar 7

<p>ESE 504 Methods & Materials in Special Education <i>Part II Teaching Struggling Readers- Language & Reading Comprehension</i> Allison Wiener, M.Ed. Class #2212</p>	<p>ESE 506 Administration & Supervision of Special Education <i>Disability Law</i> Janine Cawthorne, Ed.D. Class #2265</p>
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Mar 9 - May 5

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



SELECT Exceptional Student Services **NAU** NORTHERN ARIZONA UNIVERSITY
 Institute for Human Development

[View the spring course schedule.](#)

Professional Learning Opportunities

[ESS Blog](#)

[ADE Upcoming Events](#)



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Teacher Attrition Survey



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Survey Dates

November 1–January 31



The survey is located in ESS Data Surveys in ADEConnect.



Welcome to the Exceptional Student Services Data Survey Tool.

Parent Involvement Survey Information

Parent Involvement Survey instructions can be downloaded below. To obtain a list of Student and Survey Codes click on the Student List menu item.

[Preview Survey Questions](#)

[PEA Survey Instructions](#)

[Parent Letter](#)

[Progress Report Instructions](#)

[Question-by-Question Report Instructions](#)

[Family Engagement Action Plan](#)

[FY20 Statewide Question-by-Question Report](#)

Please direct questions regarding the Parent Involvement Survey to Becky Raabe, Survey Coordinator.

ParentSurvey@azed.gov

Parentally Placed Private School Student Survey

Please note: The FY22 Parentally Placed Private School Student Survey is intended for Public School District Level Users only!

[FY22 Parentally Placed Private School Students Survey](#)

The survey open date is May 18, 2022.

IDEA 2004 requires that each public education agency (PEA) maintain its records and provide to the State the information contained in this survey.

[Instructions](#)

[Frequently Asked Questions](#)

The information referenced above is related to parentally placed private elementary and secondary school student covered under §§ 300.130 through 300.144

Teacher Attrition Survey Information

Please note: The FY23 Teacher Attrition Survey is intended for PEA Level Users only!

[FY23 Teacher Attrition Survey](#)

This survey must be performed at the PEA level. Please ensure you are accessing the survey at the PEA level entity and not the site level.

The survey closes on January 31, 2023

[Helpful Tip!](#)

Prepare your survey answers ahead of time by viewing the documents below.

[Preview Survey](#)

[Fillable Document](#)

[Frequently Asked Questions](#)

Please email the ESS Recruitment and Retention [Inbox](#) for more information.

**Click here
to take
the
Teacher
Attrition
Survey**



Survey FAQs and Results

Statewide Results

- [FY2019 Arizona Teacher Attrition Survey](#)
- [FY2020 Arizona Teacher Attrition Survey](#)
- [FY2021 Arizona Teacher Attrition Survey](#)
- [FY2022 Arizona Teacher Attrition Survey](#)



[Visit the Teacher Attrition Survey Webpage](#)

Kudos to the PEAs who have completed the survey!



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ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



Subscribe to the Newsletter

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Principals' Academy

Attention leaders needing to meet the Qualified Evaluator statute:

The redesigned Principals' Academy cohort will be on November 29, 2022, in person at ADE North.

Please see page 3 for more information and to register.



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Contact Us

[ESS Recruitment and Retention Inbox](#)