

From Induction to Retention Community of Practice: History

The From Induction to Retention Community of Practice (CoP) was officially launched on **February 3, 2025**, as a direct outcome of the **Arizona Department of Education (ADE) Recruitment and Retention Task Force**, which convened in July 2023 and finalized its recommendations in February 2024. Among those recommendations was the creation of a collaborative space for professionals dedicated to improving teacher retention across Arizona.

This CoP was formed to address a critical question:

Once a teacher is hired, how do we support them—and ultimately, keep them?

Its mission is to explore and elevate practices that ensure educators are not only welcomed into the profession but are also nurtured, empowered, and retained.



Founding and Membership

The ADE Educator Recruitment and Retention Team assembled a distinct group of **24 education professionals** through long-standing relationships, site visits, and word-of-mouth outreach. Members include superintendents, assistant superintendents, human resource directors, curriculum directors, professional development coordinators, instructional coaches, and retention specialists, representing a broad cross-section of Arizona's educational landscape.

Geographically, the CoP spans the state—from Lake Havasu to Douglas, and Nogales to Miami—ensuring representation from urban, suburban, and rural communities.



Focus Areas and Guiding Principles

At its inaugural meeting, the CoP developed a comprehensive “laundry list” of topics that were condensed into five key areas of interest:

1. Funding
2. Professional Development
3. Leadership
4. Beyond Climate and Cultures of Learning
5. Building of Systems

A major undertaking of the group is to create a living, breathing document - a set of guiding principles accessible to all Local Education Agencies (LEAs) in Arizona. This resource will provide current best practices, processes, and procedures to help LEAs induct, train, and retain quality educators.

The CoP is grounded in a simple but powerful value system:

Keep the focus on students and student achievement. Every work area must connect directly to induction and retention practices, ensuring that efforts are aligned to support educators to serve students better.



Meetings and Progress

Since its formation, the CoP has convened **eight** times:

- February 3, 2025 – Inaugural in-person meeting
- March 31, 2025 – Virtual meeting
- May 12, 2025 – Virtual meeting
- June 23, 2025 – In-person meeting
- September 29, 2025 – Virtual meeting
- December 8, 2025 – Virtual meeting
- February 2, 2026 - Virtual meeting
- April 6, 2026 - Virtual meeting
- *2026-2027 meeting dates coming soon*

Each meeting focused on the five key areas identified in the inaugural session. In addition to formal meetings, site visits, and open conversations, members have continued to engage, helping to shape the direction of the guiding principles document and creating a space for ongoing growth.

Membership has remained stable since its inception. There have been transitions due to occupational changes, but new members continue to step in and contribute.



Ongoing Learning and Adaptation

As the CoP evolves, so does the information landscape. New insights and changing conditions require continuous analysis and application. The group has embraced this reality, recognizing that this endeavor demands ongoing communication and updates.

The use of outward-facing ADE data dashboards provides real-time insights into the current Arizona workforce landscape. The CoP also regularly revisits the ADE Task Force's three core concepts to ensure alignment:

- **Teacher Voice**
 - **Induction with Robust Mentoring**
 - **Retention Plans**
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Looking Ahead

The CoP's priorities are clear:

Induct talent, then build or improve systems and applications to support and grow that talent. The ultimate goals are to learn from one another, share best practices, and create resources that will support teacher retention as aligned to our guiding principles.

The CoP remains committed to providing an open forum for growth and best practices, helping LEAs across Arizona be better equipped to meet the needs of their staff, and in turn, provide consistency and excellence for students.