

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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Mental Health Support

The beginning of the year is a busy time, and as much as we wanted this year to be 'back to normal', the reality is that covid is still impacting classrooms across Arizona. Many educators are reporting the need for mental health supports.

Please remember that help is available for free through the Educator Peer Support Program:

<https://www.azeducator.org/>

Current Projects

The Arizona Department of Education, along with Mary Lou Fulton Teachers College and the ASU Helios Decision Center for Educational Excellence, released a report detailing how the COVID-19 pandemic has impacted the Arizona Teacher Workforce. While the overall size of the workforce did not change significantly, there was a significant decline in the specialized teachers needed to help bridge any learning gaps.

The pandemic had a limited impact on the size of the 2021 teaching workforce overall with the number of teachers, both rural and urban areas, not showing any significant change. The average age of classroom teachers and years of experience also remained unchanged, indicating there was not a massive outflow of experienced teachers and an influx of young, new teachers.

However, teachers with specializations such as reading interventionists, bilingual teachers, and elective teachers all declined. This highlights a pressing need to fill in learning gaps and the loss of specialty teachers likely means student needs were not as adequately met.

Read the report [here](#)

The ERR team serves on several internal and external stakeholders committees, and several met this month. These are just a few of the many committees we serve on to ensure the educator workforce is at the forefront of our priority list in the agency.

Office of Indian Education Indigenous stakeholder group
 Indian Education Advisory Council
 Superintendent's Rural Schools Advisory Committee
 Service Coordination for School Counselors and School Social Workers
 Teaching and Learning Framework implementation workgroup
 Leading Formative Assessment cross-program meeting
 College and Career monthly collaboration meeting

The August Principals' Academy began with a cohort of over 50 participants. Registration for our October cohort is happening now- space is limited, so [sign up](#) today!



PRINCIPALS' ACADEMY



**SUPERVISORS OF
 PRINCIPALS' ACADEMY**

The Supervisors of Principals' Academy begins in October 2021. The Supervisor of Principals' Academy is a one to two-year cohort consisting of in-person whole group sessions, individual coaching sessions, and collaboration with other participants via an online networking platform. It is open to anyone in a position responsible for supervising principals. Space is limited- [sign up](#) today!

Back to School

Happy New School Year!

August represents back-to-school season for many in Arizona. By now, most students, families, and staff have returned to school and experienced the excitement of first-day outfits and fresh school supplies. First-day and Beginning of the Year traditions are a fun way for families and school communities to celebrate the new year and transition into school routines.

If you are interested in what back-to-school looks like for others, keep reading for information about customs from around the world that might make neat additions to your own back-to-school traditions.

Germany – students receive cone-shaped “school bags” called schuletuetes filled with books, supplies, small toys, and sweet treats.



Italy – young students wear color-coded grembiules, or work smocks, over their clothes. Kindergarteners wear blue and white or pink and red smocks, while older children wear blue.

Japan – first-year students get a randoseru, or sturdy backpack, designed to last for the six years of elementary school. Some parents get their student a new desk and create a dedicated study space at home to symbolize and support academic success.



India – students exchange beginning-of-the-new-year gifts on Praveshanotsavam, or “Admission Day”. As the Indian school year begins during monsoon season, a common gift is an umbrella.

Cheers to a new year!

Free Learning Resource for all Arizona LEAs

Welcome to
Discovery Education!



KEEPING YOU CONNECTED

Discovery Education

We're excited to share a new statewide partnership between the Arizona Department of Education and [Discovery Education](#) to provide educators and students with the tools and resources they need to stay connected to learning in-person, online, or in hybrid learning environments.

All Arizona educators and students will receive access to the award-winning Discovery Education Experience at no cost for this school year, as costs will be covered by federal recovery dollars.

Administrators

If you are interested in utilizing the Discovery Education platform -- and integrating it into your existing systems and platforms -- start by [completing this survey](#).

Have your district administrator or IT team member(s) who are in charge of integrations review Discovery Education's integration options. They should then complete this survey so that Discovery Education may follow up to assist with setting up access.

Principals & Curriculum Directors

Discovery Education offers a variety of integrations to make logging in for teachers and students seamless. Have your district administrator or IT team member(s) who are in charge of integrations review Discovery Education's integration options. They should then complete [this survey](#) so that Discovery Education may follow up to assist with setting up access.

Discovery Education has begun offering professional learning webinars for school leaders. Catch up on the professional learning sessions for Arizona educators, anytime, [on-demand](#).

Curriculum Leads

August 4 | 9:00 AM MT

August 18 | 9:00 AM MT

September 1 | 9:00 AM MT

September 15 | 9:00 AM MT

[Register Now](#)

Principals

August 11 | 9:00 AM MT

August 25 | 9:00 AM MT

September 8 | 9:00 AM MT

[Register Now](#)



Educators

Check with your district or school leaders to understand how to log in to Discovery Education.

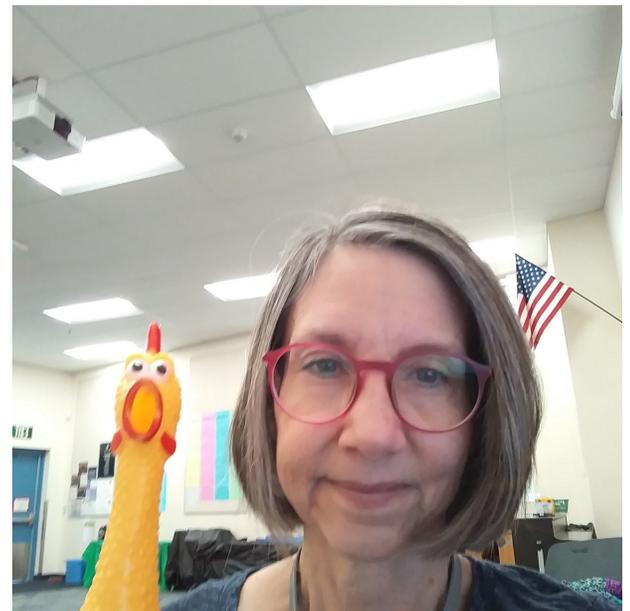
Still not sure if your school is signed up? Use the Search My School feature at app.discoveryeducation.com and we'll guide you the rest of the way!

Catch up on the professional learning sessions for Arizona educators, anytime, [on-demand](#).

Educator Spotlight



Cesar Cota- Education Support Professional,
Crossing Guard, & School Monitor, Pena Elementary
School Cartwright School District



Becky Roseberry Bull- Music Teacher, Kyrene Traditional
Academy



Casa Grande Elementary School District New Teacher Induction

ESS Spotlight

Looking for self-paced professional learning on current special education topics of interest for certification renewal?

Special Education Learning Experiences for Competency in Teaching (SELECT) is a federally funded program sponsored by the Arizona Department of Education and offered through the Institute for Human Development at Northern Arizona University.

SELECT courses are recommended for special and general education teachers, administrators, related service personnel, paraeducators, and other interested individuals.

Certified school personnel can take SELECT classes for renewal hours. SELECT classes can be taken for university credit for those teachers or administrators who are required by their school districts to have official transcripts and for those who may need to transfer hours out of state (tuition and associated fees apply). The classes can also be taken for professional growth contact hours for free.

To view the fall schedule at a glance and to register, [visit the NAU SELECT webpage](#). Courses are offered in 5-week and 8-week sessions.



New Special Education Directors Receive Support for Their Beginning Years

The Arizona Department of Education Exceptional Student Services (ADE/ESS) is committed to supporting new special education directors in their efforts and helping them build their capacity to serve Arizona students with disabilities. This summer, ADE/ESS hosted a new opportunity for special education directors, the Special Education New Director Symposium (SENDS). The purpose of this two-day professional learning opportunity was to prepare new special education administrators for the practical operation of a special education system. Topics covered in SENDS included compliance and legal requirements, fiscal issues, assessment, general supervision, and ADE supports and resources. To learn more about SENDS, please [email ESSRandR@azed.gov](mailto:ESSRandR@azed.gov).

ESS Spotlight

Looking for ideas to support students with Autism Spectrum Disorder (ASD)?

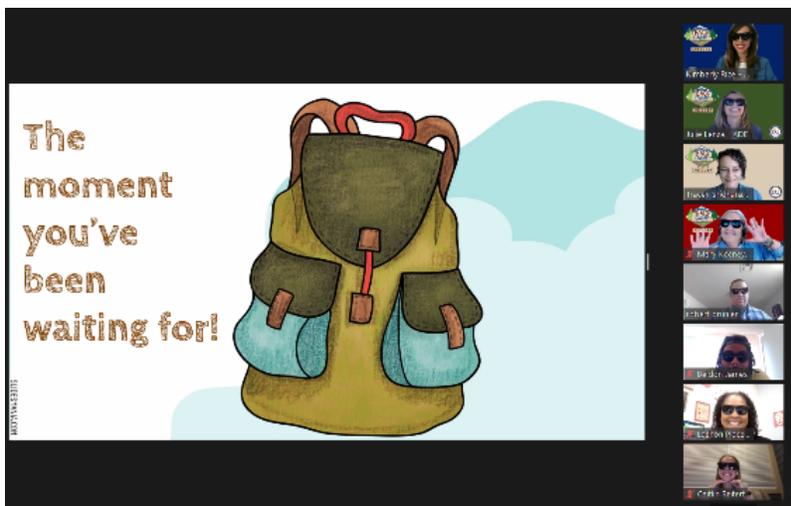
The Arizona Department of Education/Exceptional Student Services and STAR Autism Support are collaborating to offer resources and professional learning opportunities to support PEA staff with **free** Virtual Learning Opportunities this fall.

Upcoming workshop and training opportunities include the following:

- STAR Online Learning System (SOLS) Workshop
- 2-Day STAR Comprehensive Workshop
- 2-Day Links Comprehensive Workshop
- Early Childhood Learning Workshop
- Supporting Students in General Education Workshop
- Coaching and Training Site Workshop
- Parent Training Session
- Paraprofessional Training Series

PEAs are also encouraged to contact STAR Autism Support if they would like additional individualized support during this time for their teachers, related service staff members, and paraprofessionals.

Click to [learn more about these support opportunities](#). Please [email Bekah Anderson](#) or [email Christy Hegebush](#) for questions or assistance.



Teach Camp: Helping Special Education Teachers to Survive and Thrive

Teach Camp is a year-long support system designed for beginning special educators. The goal of Teach Camp is to increase the retention of our newest special education teachers by giving them the tools they need for their first years in the classroom. Teach Camp took place virtually over three days in July.

Teachers will continue to be supported by monthly newsletters, national speakers, and an end-of-the-year convening. For more information about Teach Camp, [visit our website](#) or reach out to the Exceptional Student Services Recruitment and Retention Team at ESSRandR@azed.gov.

Educator Preparation Programs



Rio Salado College Alum Goes from Dropout to Principal

Does this sound like a story you may have heard before? Student drops out of high school because it's boring and then finds that life can be complicated and surviving as an adult without some level of education or training can be difficult. Fortunately, this same student, some 20 years later, finds herself with a master's degree in educational leadership, four children, and a successful career as a principal within one of the largest school systems in Arizona.

Stories like this anchor the work of our community colleges across the state and the country: meeting students where their needs are, providing flexibility in achieving goals, and meeting dreams, all while ensuring the delivery of quality education in a cost-effective manner.

Now, let's meet Krista Rowley or insert any name here of that one person who always had a goal to teach or get a degree but just didn't know where to start.

Rowley found herself pregnant at 18 while providing full-time care to two step-children she would later adopt and searching for ways to take care of herself and her family. Through it all, she remained driven to succeed. Initially, her career goal was to become an emergency medical technician.

Krista's heart was quickly changed when she opened her own daycare facility to care for her child while taking a few courses at another community college. Rowley stated, "After a particularly rough day with my child care, I realized that I had no true plan for my future. Where was I going to be in five years or even 10 years? When I couldn't answer my own question, I knew that it was time to do something, so I made a plan and spent that evening enrolling with Rio Salado College. Best decision of my life."

Rowley started coursework at Rio two weeks later with the intention of completing an associate's degree and transferring to a university to finish her bachelor's degree. That was when she learned about the then-partnership between Rio Salado College and NorthCentral University.

Through the partnership, students took 90 credits at a community college and then transferred to a university to complete the remaining 30 credits for a bachelors' degree leading to certification.

"I first heard about Rio Salado when I was a teenager and my mom worked for Maricopa Community Colleges," Rowley said. "When I decided to go back to school, I knew that I needed the flexibility of a completely online program." While this partnership program is no longer active, it was this model that allowed Rowley to continue to have the flexibility to run full-time daycare while completing her degree and saving money by paying community college tuition rates. "The cost savings of this amazing partnership was what sealed the deal for me," Rowley said.

Educator Preparation Programs

Rowley completed her Special Education degree in the spring of 2015 and was immediately interviewed by nine principals in the Mesa Public School system. Her first career choice led her to teach high school math and science in a classroom for students with emotional disabilities.

Rowley said that while there was still a lot to learn as a first-year teacher, "The strong foundational and applied skills that I learned at Rio/NCU made the methods of teaching simple while I integrated the subject matter."

While she continued her education journey, Rowley was recognized by Mesa Public Schools for her strong work ethic, exceptional coaching skills, and overall love for kids and education. She was offered a job to serve at the district office as the K-12 instructional coach.

This position placed Rowley in a capacity to use her expertise to train other educators entering the classroom to teach full-time. Finally, and with a continued focus on building community and creating strong school culture, Rowley chose to move into her current position as principal at Mesa Center for Success at Jordan.

While this story sounds simple, it didn't happen without years of juggling and a constant commitment to the end goal.

"Through my education at Rio Salado, I learned how to apply what I learned in a practical manner and to prep and plan accordingly," Rowley said. "That has helped me tremendously with the daily duties of working in public education. Thankfully, I am able to prioritize and give my best to all students and staff every day."

Rio Salado College is proud of Krista Rowley and her success, but more importantly, admires the care and compassion that she continues to bring to the education profession.

Community colleges will continue to provide varied workforce and academic pathways so that individuals of all backgrounds and needs can find a way to improve their lives and families. [Click here](#) for information on all of Rio Salado's educational pathways and consider sharing this information with family members in your community who may have thought it was too late for them to receive an education.

Let us know if you would like us to make a presentation to individuals who are interested in completing their first degree or those who already possess a degree but just need their teaching certificate.

Additionally, community colleges were recently approved to offer bachelor's degrees ([See Senate Bill 1453](#)). While this pathway is still being developed, now is a good time to begin working on an associate degree either online or in-person through one of the 10 Maricopa Community Colleges.

If you are interested in learning more about the pathways available for certification, please contact us at teacher.ed@riosalado.edu or 480-517-8140.



Educator Preparation Programs



ASU Makes Teacher Preparation Programs More Accessible, Affordable

Arizona State University's Mary Lou Fulton Teachers College has redesigned its teacher-preparation programs to make them more accessible and affordable to more people pursuing both undergraduate and graduate-level teacher certification.

New offerings include two remote formats for graduate-level teacher-certification programs and one remote format available to undergraduate students who live outside Maricopa County. The expansion of Arizona Teachers Academy tuition scholarships means that more ASU teacher-preparation students, both undergraduates, and graduate students, will have all their tuition and fees covered if they commit to teaching in Arizona schools after certification.

Nicole Thompson, vice dean of teacher preparation at MLFTC, says: "These changes are designed to lower the barriers to entering the teaching profession while maintaining the quality of our programs, which is recognized nationally. We want to do everything we can to prepare students to succeed and persist in the teaching profession so they contribute to the strength of the communities in which they live."

All remote-format teacher-certification programs also include on-site, in-person residencies conducted in schools. "We want to preserve the best qualities of our rigorous on-site professional experiences while making it easier for more people to experience the curricula designed by our faculty," says Thompson. "Basically, our program design lets students do the things remotely that can be done well remotely and requires students to do in person what can only be done well in person."

To read more about the programs, please click [here](#) to read about the exciting changes.