



Arizona Troops to Teachers Program

ANNUAL REPORT MAY 15, 2019 TO MAY 14, 2020

Executive Summary

Change is the new constant, but successes can still be realized in a field that remains in dire need of teachers. Educating the next generation of students should be a top priority to meet the needs of our dynamic world. As we overcome our nation's challenges, history shows us that education will continue and adapt to meet the needs for all. Arizona's Troop to Teachers (TTT) program has made great strides during this program year based on total certifications, job placements, and the use of the SkillBridge internship program for classroom and support roles.

The need to use appropriate and proven programs to fill teaching and support positions cannot be more evident when 1,243 teacher and 1,592 support positions continue to be advertised as of June 30, 2020. ⁽¹⁾ Unfortunately, these conservative numbers do not reflect charter schools or district websites under construction. Arizona's TTT program continues to evolve to meet the state's need while helping to decrease the overall educator shortage. Substantial increases compared to Program Year 1, resulted in 99 certifications, 45+ obtaining employment, and 3 SkillBridge internships for Program Year 2.

Arizona is like many states, working at adapting to new challenges. Stay at home orders and business restrictions have changed how and where we work. Face to face meetings, large group interactions, and travel have been reduced with restrictions expected through the rest of 2020. Expanding the TTT program through the use of social and digital means continues to be a significant priority. Efforts are underway to transition to more virtual options as the immediate future remains uncertain due to continued health concerns. Learning to evolve and adapt to a new norm requires trying new outreach activities, engaging marketing material, and working along with each organization's requirements. Arizona will continue to strive for success and build upon its past successes for the start of a new program year.

Program Year 3 Initiatives

Webpage migration and update – completion September 2020

Virtual Meetings via G-Suite Meetings with advertised dates - launch September 2020

How-to Videos – ongoing

Nationwide email campaign – October 2020, January 2021, & March 2021

TTT with SkillBridge marketing campaign for base commanders and area schools - October 2020



Arizona Troops to Teachers Program

Section 2: Introduction:

Grant Award: May 15, 2018, to May 14, 2023

Period of Performance: FY2020 (May 15, 2019) to May 14, 2020

STATE STATISTICS

Arizona is the fourth fastest-growing state ⁽¹⁾

Goodyear and Buckeye, Arizona, are among the top 15 cities in the U.S. with the highest growth.

⁽²⁾

Population: ⁽³⁾ 7,378,494

by gender: ⁽⁵⁾

50.3% Female
49.7% Male
Median Age: 37.1

Veteran Population: ⁽⁴⁾ 497,337 or 9.8% of Arizona's adults

Veteran Population by County – see Table 1

by age: ⁽⁵⁾

18 to 34 = 42,453
35 to 54 = 106,120
55 to 64 = 83,319
65 to 74 = 133,080
> 75 = 132,365

by race: ⁽⁵⁾

White 10.24%
Hispanic 4.11%
Black 10.19%
Other 3.04%
2 or More 7.42%
Hawaiian/Pacific Islander 8.76%

Arizona Military Populations - Permanently Assigned: ⁽⁵⁾

Army	4,632	Army Nat' l Guard	5,289	Army Reserve	3,338
Navy	405	Navy Reserve	1,079		
Marines	4,161	Marine Reserve	557		
Air Force	10,976	Air Nat' l Guard	2,559	Air Force Reserve	2,530
Coast Guard	7				
Total Active Duty	20,181	Total Reserve Force	15,394		

Military Separations to Arizona: ⁽⁶⁾

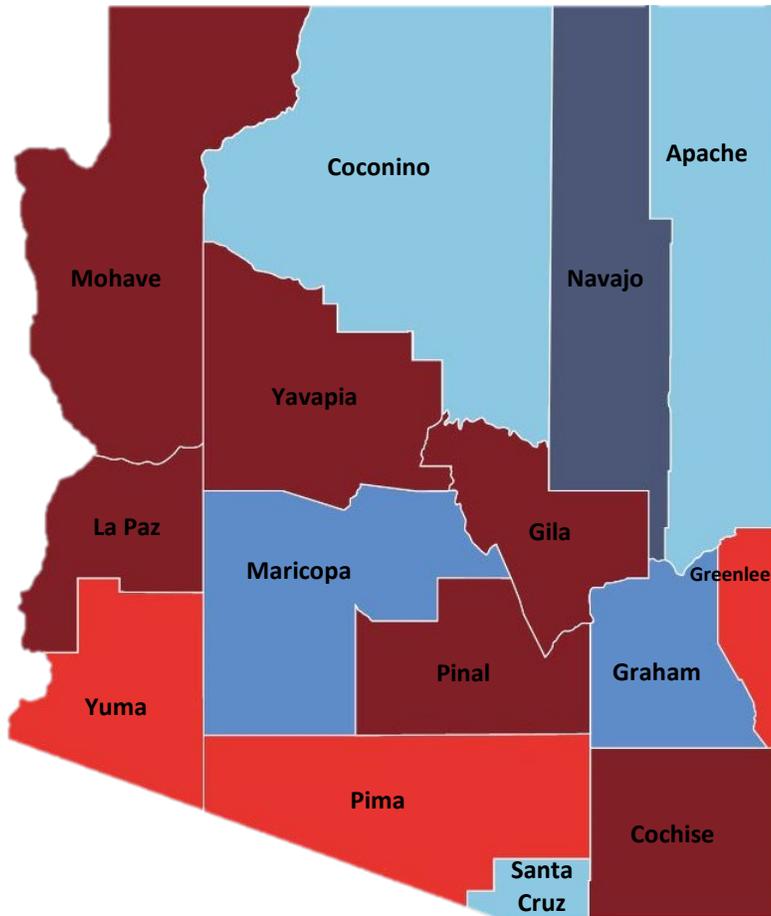
FY2018	5,718	FY2019	3,135
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Arizona K-12 Education Information: ⁽⁷⁾⁽⁸⁾⁽¹⁰⁾⁽¹¹⁾⁽¹²⁾

Student Enrollment	> 1.15 million	(Percent Below Poverty by county – see Table 1)
No. of K-12 Schools	2,337	
Educators		
Appropriately Certified	63,079	
Not Appropriately Certified	3,669	
Emergency Certified	1,043	
Annual Attrition Rate	24%	
Vacant Teaching Positions	1243	
Vacant Support Positions	1592	

Arizona Troops to Teachers Program

Table 1: Student enrollment & Percent Below Poverty by County



County	Student Enrollment ⁽⁸⁾	% of Children Below Poverty ⁽⁹⁾	% Veterans
Apache	10,426	26.2%	6.1%
Cochise	19,204	18.3%	18.9%
Coconino	18,048	26.2%	6.9%
Gila	7,629	21.8%	13.4%
Graham	6,900	26.2%	8.2%
Greenlee	1,890	26.2%	10.9%
La Paz	2,495	17.3%	14.8%
Maricopa	765,415	19.0%	8.5%
Mohave	23,768	17.3%	14.8%
Navajo	17,797	26.2%	9.2%
Pima	148,905	24.2%	11.2%
Pinal	53,147	48.9%	11.6%
Santa Cruz	10,125	24.2%	5.5%
Yavapai	25,369	17.3%	15.0%
Yuma	38,653	20.1%	10.2%
Total	1,150,806	24.6%	9.8%

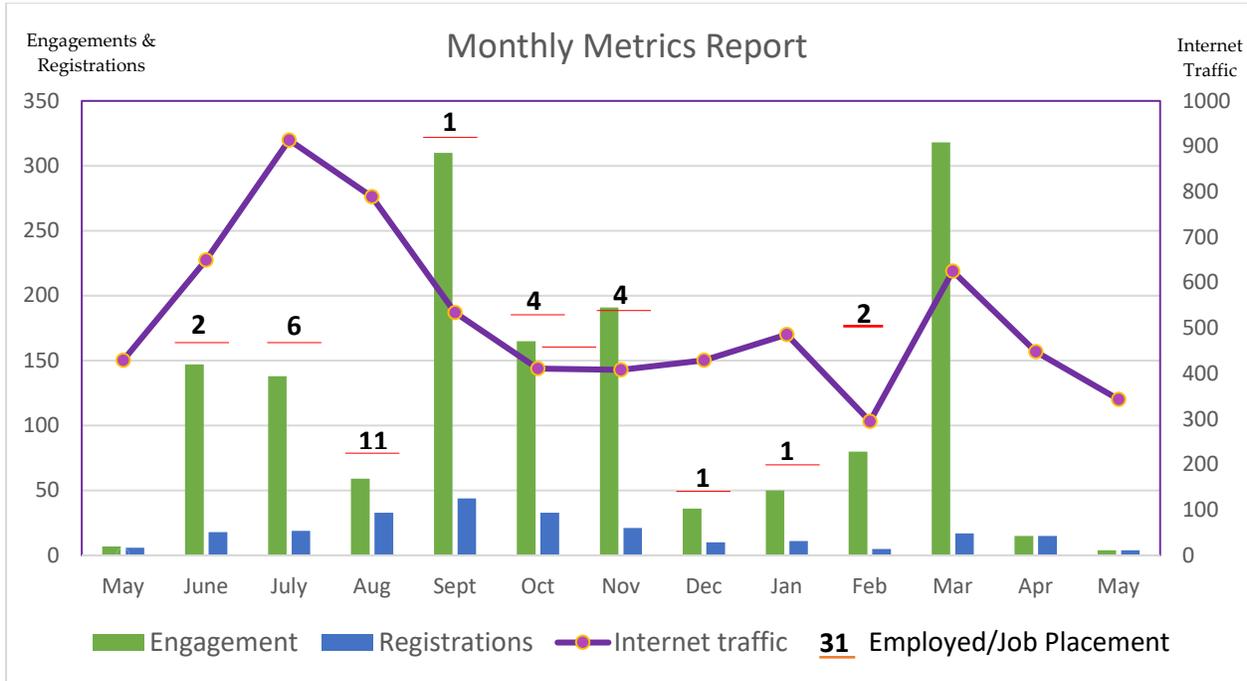
Percent Veterans





Arizona Troops to Teachers Program

YTD Troops to Teacher Metrics



Benchmarks	Year 2 Benchmark	Year 2 Total to date	Year 1 (Reference 7 mos)
Engagements	650	1995	620
TTT Registrations/State Profiles <i>(Grant-not specified)</i>	n/a	228	180
Current Pending Applications <i>(Grant-not specified)</i>	n/a	45	All Processed
Total Certifications	26	99	26
Educator Prep Prog. or Alt. Certifications	5	8	5
Employed - Referral for Employment	n/a	31	14
AZ Dept of Edu. TTT Web Traffic	n/a	7063	1719

<u>Certificate Type</u>	<u>Totals</u>
Alternative/Intern	6
Educator Prep Prog.	2
Traditional/SPED	6
Elementary	2
Secondary	4
CTE	21
Subject Matter Expert	21
JROTC	5
STEM	4



Arizona Troops to Teachers Program

Substitute/Emergency

30

Section 3 Grant Specific Goals, 6 Total

Goal 1: Attract and increase the number of eligible current and former members of the armed forces participating in the Troops to Teachers Program.

The momentum created during Year 1 and the first three-quarters of Year 2 were enough to meet Arizona's TTT goals. However, changes in the Transition Assistance Program (TAP) requirements in October 2019, and pandemic concerns beginning March 2020 lead to diminishing group presentations for TTT participants in the last quarter for Year 2.

Arizona's three largest bases, Luke AFB, Davis Monthan AFB, and MCAS Yuma, provided the least restrictive and the most servicemember interactions when possible. Of the 1,995 in-person engagements, 228 created state profiles and began the certification process. The creation of an Arizona state profile provides access to secure file delivery, certification tracking, employment assistance, and an overall better customer service experience.

Increasing Arizona's TTT presence through the use of electronic media became a priority for the end of Year 2. Over 1,200 emails were sent from March 31, 2020, through May 14, 2020, resulting in program interest of approximately six percent. Two versions of digital email advertisements were utilized with Email Advertisement 2 having the best response rate. Further tracking processes will need to be developed to achieve accurate metrics (see Email Advertisement 1 & 2, page 7).

Summary of Outreach Activities ⁽¹⁴⁾

05/15/2019 to 05/04/2020	Webpage	Military TAP	Community Events	Education Events	Job Fairs
Servicemembers or veterans contacts	7,063	718	537	405	335
Arizona TTT Leads	**	718	50	112	40
Began Certification Process	95	75	15	35	8
Resource Cost	\$7,680.00 ^v	\$3,012.86 [∞]	\$1,061.24 [∞]	\$4,294.37 [∞]	\$1387.20 [∞]

** Tracking not available. ^v Based on Webpage maintenance, 20 hrs. per month. [∞] Includes SWAG, handouts, travel.

Outreach Activity Type

	Contact Method	Impact	Comments
Veterans Service Organizations			
Luke Vet Welcome Center	In-Person	Strong	Lead to other community partners, SkillBridge, and Rio Salado Online partnership
AZ Military & Family Coalition	In-Person, presentations, emails	Strong	Launched SkillBridge Internship for all educators, Dept. of Economic Security (AZ@work), TTT advertisement statewide
Veterans of Foreign Wars	Phone & email	Limited	VFW wants to honor teachers with yearly awards



Arizona Troops to Teachers Program

U.S. Vets Career Network	Phone & email	Moderate	Helps cover the cost of fingerprinting and certification
Community Events			
AZ National Guard – Guard your Future	In-Person	Moderate	Held at Papago Military Installation for 300+ individuals
AZ National Guard Suicide Prevention Event	In-Person	Moderate	Yearly base event and Kickball Tournament
Base Education Office			
Luke A.F.B.	In-Person, advertising, presentations	Strong	Bases counselors are increasing program awareness
Davis Monthan A.F.B.	In-Person, advertising	Limited	Most contact is through TAP office
MCAS – Yuma	In-Person, advertising	Moderate	Staff turnover effects reliable contact
FT Huachuca - Army	In-Person, advertising, presentations	Strong	Education Office displays the most advertising of all Arizona bases
AZ National Guard -Papago Installation	Advertising, In Person, Yellow Ribbon Events	Strong	Provides the most request for community events and education
Base Transition Office			
Luke A.F.B.	In-Person, advertising, presentations	Strong	Provided the most consistent opportunity to present during TAP
Davis Monthan A.F.B.	In-Person, one on one counseling, advertising	Strong	A monthly event to a select group of programs, support services, and hiring officials during TAP Capstone
MCAS - Yuma	Advertising, In Person	Moderate	Only a short presentation allowed before the lunch break. Follow-up individually afterward
FT Huachuca	Advertising	Limited	Offered presentation, but Dept of Labor barred access during available times.
AZ National Guard Papago Installation	Advertising	Moderate	The office provides the opportunity to advertise the program and refers directly to the program
Certification Programs			
Arizona Teachers Academy	Phone, Email, and in Person	Strong	Arizona's three state universities and numerous Community Colleges offer zero cost options to become a certified teacher.
Educator Prep Programs	Email, and In-Person	Strong	There are 16 different Educator Prep Programs available. Many also participate in AZ Teacher Academy and offer varying methods of delivery. Most offer post-baccalaureate programs with two offering self-paced coursework programs.
Hiring Officials			
Yuma Elementary Scholl District	In-Person, presentation	Moderate	Job referral connection, SkillBridge internship
Yuma Union High School District	In-Person, presentation	Moderate	Job referral connection, SkillBridge internship
Agua Fria School District	In-Person, presentation, & email	Strong	Job referral connection, SkillBridge internship
Cartwright School District	In-Person, presentation, & email	Strong	Job referral connection, SkillBridge internship
Litchfield Elementary School District	In-Person, presentation, & email	Strong	Job referral connection, SkillBridge internship
Vail School District	In-Person, presentation	Moderate	Job referral connection, SkillBridge internship
Tucson Unified School District	In-Person, presentation, & email	Strong	Job referral connection, SkillBridge internship
Laveen Elementary School District	In-Person, presentation	Moderate	Job referral connection, SkillBridge internship



Arizona Troops to Teachers Program

March 31, 2020 – Email 1

	Arizona	
Teacher workdays 185		Ranks 26TH in cost of living
	Has what you need!	

May 7, 2020 – Email 2

TROOPS TO TEACHERS
ARIZONA
 BECOME A CHILD'S HERO!

Consider a field that remains during uncertain times.

Educators are: Teachers, HVAC Techs, Bus Drivers, IT & more.
 Educators enjoy consistent schedules, holidays & benefits.

Arizona's Troops to Teachers Coordinator is here to help.

— M E M B E R S H I P —

www.azed.gov/troops2teachers



Arizona Troops to Teachers Program

Goal #2: Reduce barriers that prevent veterans from meeting teacher certification requirements for transitioning into teaching careers.

Arizona offers many paths to teacher certification, and not all require a four-year degree. Reviewing and providing feedback about a participant's resume and DD-214 in lieu of a college degree provides an additional opportunity for certification in either Career and Technical Education (CTE) or as Subject Matter Expert (SME). Individuals interested in the field of education are encouraged to utilize the SkillBridge Internship to gain valuable experience and training in the classroom or support roles. This robust internship provides hands-on, introductory pedagogy, and student interaction as well as an option for support roles like IT, HVAC, Plant Management, etc.

Arizona currently has three servicemembers participating in a SkillBridge internship for the 2020-2021 school year. Offering multiple paths in varying roles will lead to more participants entering the field of education in varying capacities.

Participants who do not meet TTT program financial guidelines and lack the means to pay for certification costs are directed to the U.S. Vets state representative for monetary assistance.

Troops to Teachers & SkillBridge base advertisement card (front & back)

ACTIVE DUTY MILITARY
INTERN IN AZ SCHOOLS
Teach Learn Support

Arizona's TROOPS to TEACHERS has partnered with the SKILLBRIDGE PROGRAM.
Participants can apply 180 days prior to separation. Teacher & Support Staff internships are available.
Contact your base's Education Office for more details.

Today's Youth Need You!
You have led, trained, and experienced life in a global setting. You have inspired others here and afar with your knowledge, virtue, and professionalism. Together all of these characteristics define an exceptional teacher. Consider serving your community once again and become a teacher today! Register at www.azed.gov/troops2teachers.

Teachers Enjoy:

- Extended vacations & holidays
- Increased family time
- Shaping our future
- Consistent schedules
- Retirement, plus other benefits

AZ Dept. of Education TTT Coordinator: Lee Fernwault 602-542-5687 lee.fernwault@azed.gov

This program operates under a grant from the Defense Activity for Non-Traditional Education Support (DANTES). Use of this logo does not imply the endorsement of DANTES or the Department of Defense.



Arizona Troops to Teachers Program

Goal #3: Provide individualized counseling to assist TTT participants with meeting the educational and certification requirements to transition into a teaching career. (Weblinks are included in this section.)

Having an understanding that each participant has a unique background, education, training, and experience have lead Arizona TTT to develop resources and processes to ensure each individual receives the best customer experience when utilizing their TTT benefit.

The [Arizona Troops to Teachers Resource Book](#) is an evolving booklet to answer common transition concerns about education, available teaching certificates, educator resume tips, and additional resources. The ability to take notes throughout the book makes for a useful tool while navigating the certification process. Arizona military bases are replenished with these sought-after books during each visit.

Participant goals, education, training, and experience varies significantly from one individual to the next. Merging this data into a concise format with the use of the [TTT Participant Certification Worksheet](#) (internal use only) allows for the review of all pertinent information when determining what certification has been met based on state requirements.

Ultimately, it is the goal of Arizona's TTT Coordinator to provide a clear plan and relevant certification applications via the [TTT Participant Certification Recommendation Letter](#). This well laid out letter indicates all eligible certifications, documents needed, and DD-214 job experience defined for ADE evaluators unfamiliar with military terminology.

Goal #4: Explore and implement innovative educational models to award academic credits for prior career experience/training or other relevant military training.

To meet the growing need for appropriately certified teachers in the classroom, the Arizona Legislature, Arizona State Board of Education, and the Arizona Department of Education have two additional certifications that broaden the ability for service members to obtain a standard teaching certificate. The Subject Matter Expert (SME) and Alternative Teaching Certificates allow for issuance based on their work experience, on the job training, and coursework. These additional certificates add to similar certificates for Career and Technical Education, which allows for individuals with specific skills to teach in their respective professions.

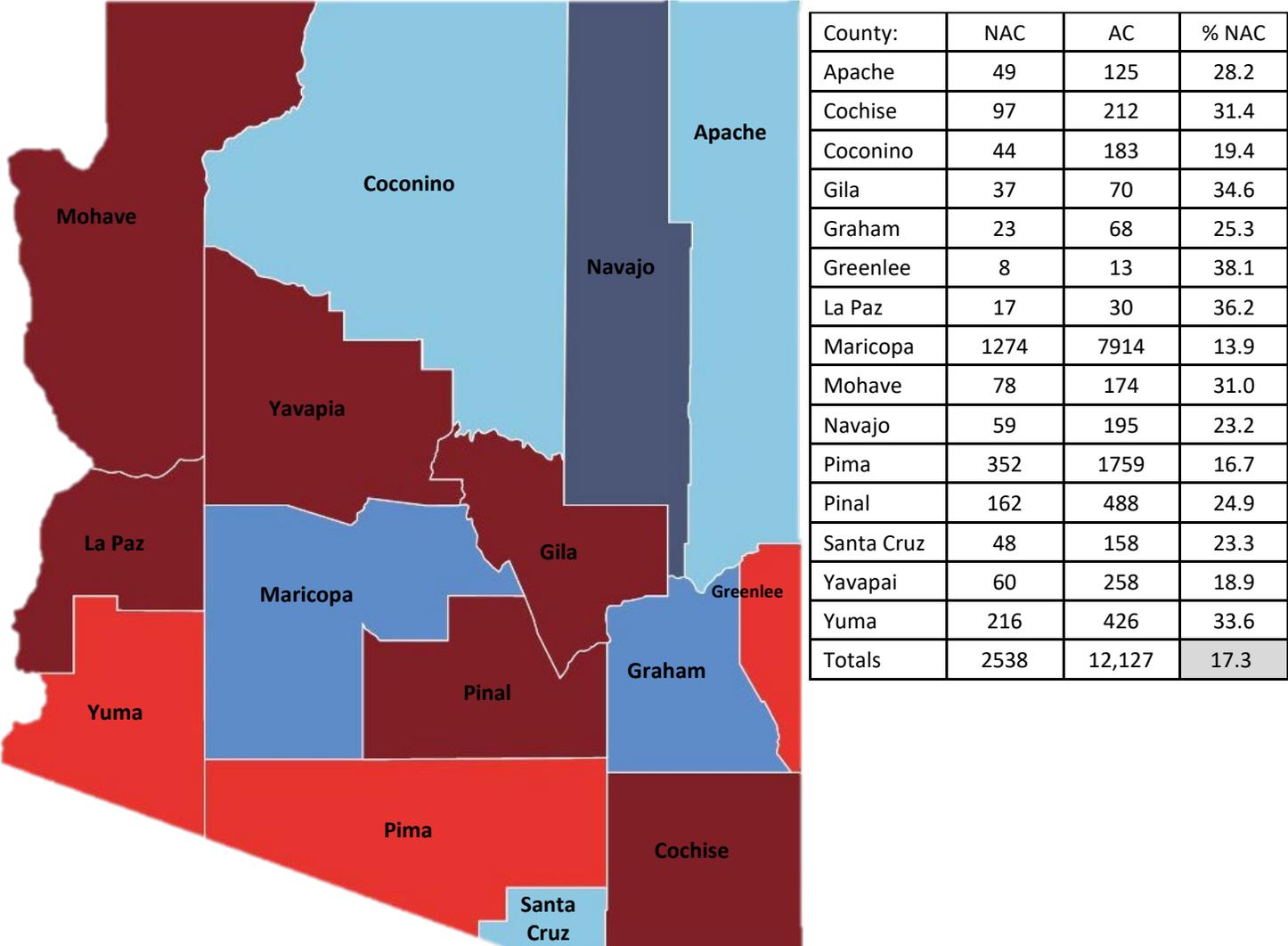
Goal #5: Address geographic areas with critical teacher shortages, especially in high-need schools (as defined in subsection (a) of such section 1154), in particular, the shortage of science, mathematics, special education, foreign language, or career or technical teachers in elementary schools or secondary schools.



Arizona Troops to Teachers Program

Arizona has a diverse population with educator shortages like those in other states; however, Arizona has chosen to be proactive by incorporating the TTT program into the Recruitment and Retention Team within the Arizona Department of Education (ADE). Arizona continues to work with LEAs, education organizations, and intuitions of higher education to expand alternative educator certification opportunities. Working together to meet the need for educators in each geographic area can be addressed after reviewing counties with a high percentage of Not Appropriately Certified teachers (NAC), (see Table 2). Currently, discussions are taking place to allow for possible teacher recruitment with our neighbors to the south (Mexico) and other options for the teacher in residence options. The strength and professionalism of ADE's new team to support Arizona's TTT Coordinator in its mission should lead to reduced educator shortages.

Table 2 By County – Appropriately Certified (AC) vs. Not Appropriately Certified (NAC)

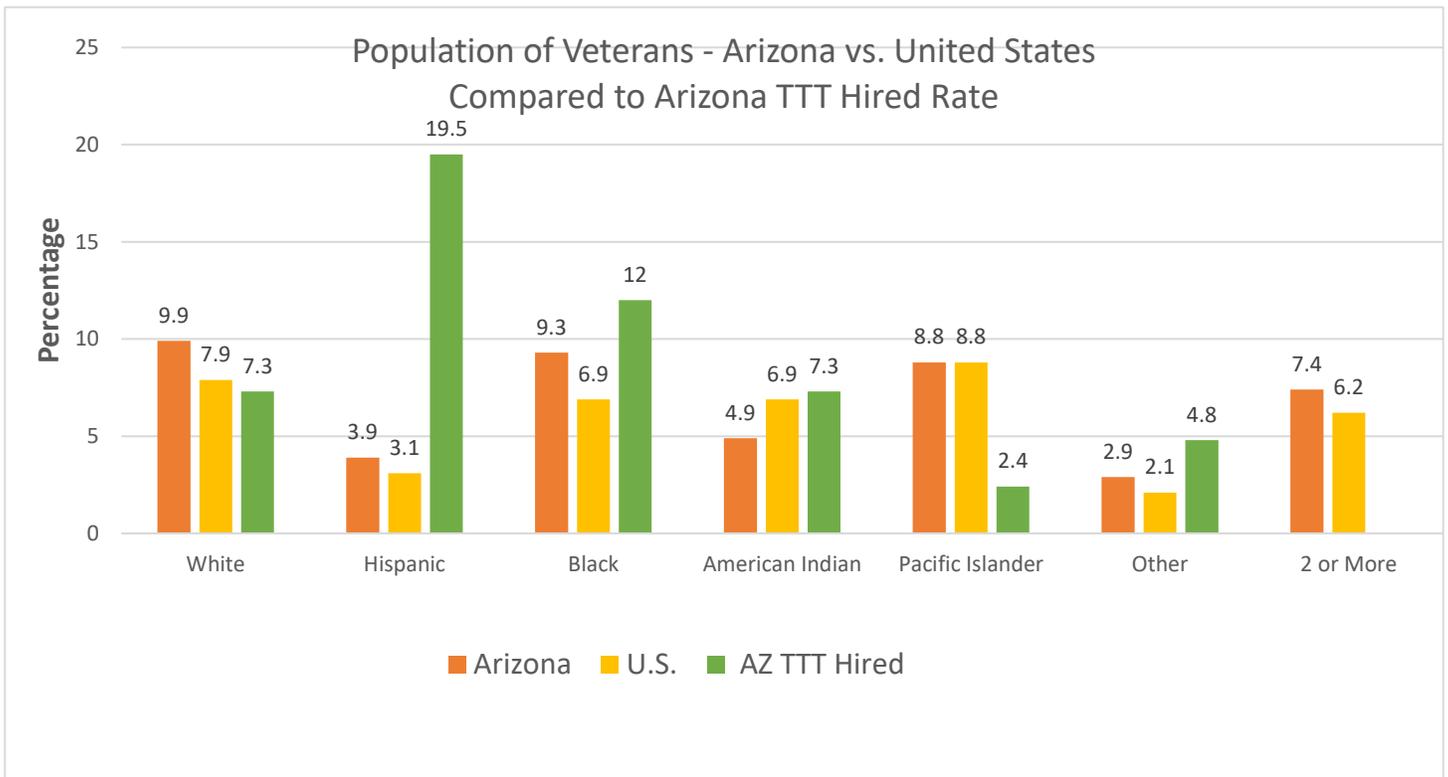




Arizona Troops to Teachers Program

Goal #6: Increase the number of veterans employed as teachers.

Twelve school districts have set up direct connections with the TTT State Coordinator, creating a fast-track process to identify and promote TTT participants for hiring officials to consider. Arizona's employment success mirrors Arizona demographics and the need for diversity in the classroom (Graph 1). Partnerships with AZ@work and the recent promotion through 50strong, a Pat Tillman Foundation initiative, will lead to more employment opportunities in the future. The need for educators typically falls within a ten-month window (June to March). Individuals who substitute may not be adequately accounted for due to Arizona being a self-reporting state.





Arizona Troops to Teachers Program

References

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9. <https://datacenter.kidscount.org/data/tables/8857-children-in-families-that-receive-public-assistance?loc=1&loct=2#detailed/2/2-53/false/871,870,573,869,36,133,35,16/any/17739,17740>
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12. https://www.azfamily.com/news/arizona_schools/arizona-teacher-shortage-not-getting-better-survey-shows/article_124b0cba-340c-11ea-a4da-fbaad3e76059.html
13. <https://www.bls.gov/oes/current/oessrcst.htm>
14. Less Annoying CRM database, May 15, 2019, to May 14, 2020. (Arizona's tracking program)

Links to Arizona TTT Forms:

[Arizona Troops to Teachers Resource Book](#)

[TTT Participant Certification Worksheet](#) (internal use only)

[TTT Participant Certification Recommendation Letter](#)