

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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Happy Holidays

Thank you for all you continue to do for Arizona students. The Arizona Department of Education Educator Recruitment and Retention team is here to support you and we hope everyone has a restful and enjoyable winter break.

Please stay safe and have a happy new year!

Current Projects

The Educator Recruitment and Retention team traveled to Utah for a REL West Educator Effectiveness Alliance convening at the beginning of December.

The REL West Educator Effectiveness Alliance (EE) is a regional group of state education agency (SEA) leaders, from Arizona, Nevada, and Utah, that originally came together in 2010 to collectively learn about ways to advance federal priorities around educator effectiveness, including strengthening observation and feedback for teachers and administrators. Today, these SEA leaders are seeking to continue to refine and/or expand their systems of professional support for educators, and, in turn, improve retention among their teachers and principals. This is especially salient given shortages in particular schools and/or subject areas. Education leaders are interested in using federal Title II Part A funds more strategically and for greater impact, including understanding ways to design and implement effective, efficient, and technology-enriched supports for teachers and leaders.

It was an impactful session to help share ideas around the development and support of principals and principal supervisors, both of which are crucial to addressing the educator workforce issues in Arizona.

New region-specific research was presented around principal retention, which will help our team further develop programs, professional learning, and support for those most impactful on teacher retention. Read the report here: https://ies.ed.gov/ncee/edlabs/regions/west/pdf/REL_2022129.pdf



December 2021 Principals' Academy
ASU cohort participant:
Crystal M.A. Hale
Principal Intern/HS Elective Teacher
ASU Preparatory Academy Phoenix

Our team held our last Principals' Academy session of 2021 in December for the ASU Master's in Education Leadership cohort. Insightful discussions were had with 40 upcoming school administrators.

We will be opening up several cohorts in the spring and summer of 2022, and are available to come to your LEA and offer the training in your region. Please contact us to sign up or request a regional cohort: teach@azed.gov

Educator Resources

Arizona Virtual Teacher Institute

Explore the brand new [Teacher Training Resource Portal](#) - available for FREE to all Arizona Educators.

PAX Good Behavior Game

In November, The Arizona Department of Education announced a two-year partnership to provide social-emotional and academic professional development training to Arizona teachers with the [PAX Good Behavior Game \(PAX GBG\)](#), a powerful, evidence-based practice consisting of proven instructional and behavioral health strategies. A previous partnership between the Arizona-based PAXIS Institute, the Governor's Office of Youth, Faith, and Family (GOYFF), and the Arizona Healthcare Cost Containment System (AHCCCS) trained over 3,800 teachers and community leaders over the last two years.

Visit www.paxis.org/pax-arizona/ to learn more and sign up for fully funded trainings in PAX Good Behavior Game.

ADE SEL Courses

The Arizona Social Emotional Learning (SEL) Course is a FREE online, self-paced, self-guided course. It focuses on understanding the Arizona Department of Education adopted CASEL SEL Competencies and how to implement social-emotional learning systemically and systematically within schools or organizations.

The course utilizes CASEL's four focus areas and consists of six learning modules. Course completion will support your school or organization to build a strong foundation in social-emotional learning that includes equity-based, culturally responsive, and trauma-sensitive practices as well as providing strategies and practices to strengthen adult SEL and to promote and integrate SEL for students. There are three course options: Individual Educators, Teams, and Train the Trainer. Please click on the link for more information: [Arizona SEL Course](#)

Educator Resources

New Pathways for Youth - Seeking Volunteer Mentors

As a beneficiary of ADE federal recovery funding (ESSER), New Pathways for Youth will be able to expand its reach to more than 1,000 youth in Maricopa County. You can join in these efforts by volunteering as a mentor. New Pathways for Youth works with high-school-aged kids who have experienced high levels of adversity. Youth are matched with a volunteer mentor who serves as a caring and stable adult in their life and learns the New Pathways research-based curriculum with them. RSVP for an upcoming info session in December to learn about possibly getting matched with youth as soon as January: <https://npfy.org/get-involved/>

All in Education – Parent Educator Academy Recruitment

An initiative designed to place passionate parents in the classrooms of schools to shift the trajectory on workforce development to start growing talent where it matters most – parents – and advancing them into future positions of influence.

The Parent Educator Academy is a free training course that will help participants become prepared to better support their children in navigating the virtual classroom environment. Participants will also receive valuable in-demand skills from certified trainers to help them become job-ready. Participants will be paired with instructional leads at their school site to collaborate and provide support, guidance and mentorship to the parent educator. This program will be fulfilled in partnership with The New Teacher Project (TNT) who will be the lead in carrying out the instructional training sessions.

Now Accepting Interest Forms for The 2021 / 2022 Cohort

<https://allineducation.org/pea/>

University of Arizona's ReEngaging Aspirational Learners (Getting REAL)

The [Getting REAL program](#), operated through the Center for Recruitment and Retention of Mathematics Teachers (CRR), provides schools with program materials and training to re-engage these learners in exciting mathematics experiences while meeting their basic needs and intentionally developing connections to fully engage these aspirational learners in their education community. The program is still seeking participants. Please email Melissa Hosten at mhosten@math.arizona.edu to request a link to a specific information session.

UArizona Center for Recruitment and Retention of Mathematics Teachers (CRR) MEAD Conference



Mathematics Educator Appreciation Day

JANUARY 22, 2022

Registration for the CRR's 18th Annual MEAD Conference is now OPEN! The UArizona Center for Recruitment and Retention of Mathematics Teachers (CRR) is hosting this year's Mathematics Educator Appreciation Day Conference (MEAD) virtually on Saturday, January 22, 2022. The keynote speaker will be Fawn Nguyen, a master teacher with over 30 years of teaching experience and a math leader with an impactful online presence.

This year's event will be FREE for all Arizona educators and \$125 for everyone else. Please help us spread the word about MEAD so that more teachers can benefit from this unique event. You can download and share the [flyer](#) from the [conference webpage](#).

This year we have over 150 sessions with 6 session blocks running 7am-5:00pm.
The keynote address will be open to all via Zoom (1:30-2:45pm).

We have invited presenters to work together to create Special Areas of Interest, where participants are able to dive deeper into certain topics:

Active Learning in Secondary and Post-Secondary Education

Complex Instruction (an instructional strategy and pedagogical philosophy that supports all learners in engaging in challenging content)

Gardening and Mathematics

Math and Computer Science

Math and Economics/Personal Finance

Math and Social-Emotional Learning

Mathematics and Special Education

Reaching Emerging Multilingual Students in the Mathematics Classroom

Social Justice in the Mathematics Classroom

STEM with a capital M

Technology Integration

Register soon before sessions fill up! We hope to see you at MEAD 2022!

Educator Spotlight

The Arizona Association of School Psychologists (AASP) Annual Awards



Keith Perkins Lifetime Achievement
David L. Wodrich, PhD, University of Arizona



Administrator of the Year
Jennifer Benjamin, Principal of Palm Valley Elementary
School, Litchfield Elementary School District



Minority & Diversity Scholarship Award Recipient
Rosalina Anaya, MEd

Educator Spotlight

The Arizona Association of School Psychologists (AASP) Annual Awards

School Psychologist of the Year
Matthew R. Turley, PhD, NCSP, Vail School District



Other exemplary educators who were nominated this year include:

Keith Perkins Lifetime Achievement:

Susan McDevitt, School Psychologist, Isaac School District

Administrator of the Year:

Carol Lettieri, Special Education Director, Glendale Elementary School District
Kymberly Marshall, Executive Director of Personalized Learning, Chandler Unified School District

Natasha Martinez, Director of Student Services, Isaac Elementary School District
Chad Caudle, Principal at Sky Crossing Elementary, Paradise Valley Unified School District

School Psychologist of the Year:

Sami Worssam, School Psychologist, Camp Verde Schools
Emily Call, School Psychologist, Chandler Unified School District
Amber Burwell, Lead Psychologist/Coordinator, Buckeye Elementary School District
Emery Mahoney, School Psychologist, Sahuarita Unified School District
Asheeki Elmore, School Psychologist, Tempe Elementary School District
Thomas Coyne, School Psychologist, Peoria Unified School District
Ivonne Olivas, Lead School Psychologist, Tanque Verde Unified School District

Congratulations to AASP's 2021 Professional Practice Award recipients and nominees! Thank you for the dedicated service you provide to students, families, educators, and communities.

The Arizona Association of School Psychologists (AASP) Updates

School psychologists in Arizona provide a myriad of behavioral health, consultative, and evaluative services. In addition to being the facilitator of special education evaluation processes, school psychologists play integral roles in the implementation of multi-tiered systems of support and are often called upon to respond to crises and support the acute behavioral health needs of the campus. In the aftermath of the pandemic, while we are seeing more need for behavioral health support at schools, the Arizona Association of School Psychologists (AASP) has partnered with the Arizona Department of Education (ADE) to identify and address School Psychologist visibility and workforce needs across the state. This collaboration is multifaceted and includes efforts to recruit and retain school psychologists while educating stakeholders about the comprehensive practice model with the end goal of lowering student-to-school psychologist ratios in Arizona.

Through a collaborative survey of 480 school psychologists (Spencer, et al. 2021), we now have a better understanding of roles, caseloads, challenges, and supports that impact our retention of school psychologists across the state. In Arizona, our current ratio is 1 school psychologist for more than 1300 students (NASP, 2021; Spencer et al., 2020), whereas NASP recommends a ratio of 1:500 to be able to engage in a comprehensive practice model (NASP, 2020). This study found that only 8.7% of school psychologists have a ratio of 1:500 or less, while 39.38% have a ratio of 1:1000 or higher.

We learned from our survey that almost 70% of school psychologists are satisfied with their job; however, most respondents also report feeling moderate to high levels of stress. Some of the highest responses for causes of stress included overwhelming expectations, high caseloads, report writing, and difficult parent demands. In regards to barriers to practice as school psychologists, many noted state policies that are not supportive of education and non-competitive salaries. Further barriers included caseloads, legal issues, job responsibilities, and a lack of systems such as MTSS.

When asked what factors contribute to job satisfaction, themes focused around supporting children and families, colleagues/teams, supporting staff, opportunities to make a positive impact, and flexibility. Many indicated teams and administrators they work with provide a positive impact to the profession in order to support children in school as well as families. Overall, being able to make a difference, although challenging at times, provides many with satisfaction and sustainability for the profession.

This data will continue to be useful as AASP strives to strengthen the profession through professional development, legislative and policy advocacy, and ongoing consultation with ADE and other stakeholders. We encourage you to use this data within your districts or work settings to advocate further.

Please reach out to the Workforce Subcommittee if you have any questions: Marsha.Spencer@aasp-az.org; Shannon.Morse@aasp-az.org; Asheeki.Elmore@aasp-az.org; Kristen.Lilly@aasp-az.org

References

National Association of School Psychologists (2020). The professional standards of the National Association of School Psychologists. Retrieved from: <https://www.nasponline.org/x55315.xml>

National Association of School Psychologists (2021). NASP: Student to School Psychologist Ratio 2019-2020. Data from U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "State Nonfiscal Public Elementary/Secondary Education Survey," 2019-2020 V.19.

Spencer, M., Lilly, K., Ohlendorf, R., & Hayes, J. (2020, May). Arizona school psychologist shortage: Extent, impact, and training needs. *Intervention: Newsletter of the Arizona Association of School Psychologists*, 52 (4), 3-4.

Spencer, M., Morse, S., Lilly, K., & Elmore, A. (2021, October). School Psychology Workforce Survey Results. *Intervention: Newsletter of the Arizona Association of School Psychologists*, 53 (8), 3-6.

ESS Updates

Education Career Fairs Calendar

Special Education Directors,

As part of our ongoing recruitment efforts on behalf of Arizona's public schools, ADE/ESS compiles and updates a list of education career fairs happening at educator preparation programs across the country. If your school is planning to recruit for special education teachers from out of the state, we hope this list will make that task a bit easier for you. Review the [Education Careers Fair Calendar](#) to support your recruitment efforts this spring. The list is also available on the [Arizona Education Employment Board](#) website on the "Employer" page under the "Find a University Job Fair" icon.

ARIZONA EDUCATION EMPLOYMENT BOARD

EMPLOYERS

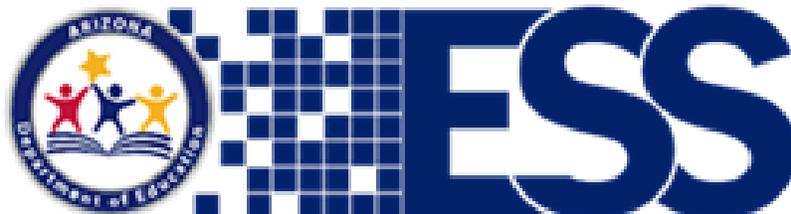


FREQUENTLY
ASKED QUESTIONS



FIND A UNIVERSITY
JOB FAIR

If you have questions, please [email Kim Rice](#) or [email Julie Lenza](#), ESS Recruitment and Retention Specialists.



ESS Updates

PD INFO: Spring SELECT Course Registration Now Open!

Special Education Directors,

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.



Spring 2022 At A Glance

5-Week Online Courses

January 10 - February 11	February 14 - March 25	March 29 - April 30
<p>ESE 501 Exceptional Children in General Programs: Inclusive Teaching & Learning Laurie Dietz, M.Ed. Class #10560</p> <p>ESE 502 Behavioral Management in Special Education: Differentiating Emotional Disabilities & Behavioral Disorders Sang Hee Kim, M.Ed. Class #9432</p> <p>ESE 502 Behavioral Management in Special Education: Trauma Informed Practices Sang Hee Kim, M.Ed. Class #9858</p> <p>ESE 504 Methods and Materials in Special Education: Assistive Technology Matthew Press, MHS, OTR/L, ATP Class #9649</p>	<p>ESE 503 Diagnosis & Assessment of Exceptional Children: Part 2 Severe & Multiple Disabilities Leila Williams, Ph.D. Class #9433</p> <p>ESE 503 Diagnosis & Assessment of Exceptional Children: Psycho-Educational Assessment & Interpretation for Special Education Administration Philip Debons, Psy.D. Class #9648</p> <p>ESE 504 Methods & Materials in Special Education: Research-Based Math Jason Silva, M.Ed. Class #9525</p>	<p>ESE 501 Exceptional Children in General Programs: Inclusion in Early Childhood Rachel Cohen, M.Ed. Class #9646</p> <p>ESE 506 Administration and Supervision of Special Education: Disability Law Janine Cawthorne, Ed.D. Class #9708</p> <p>ESE 506 Administration and Supervision of Special Education: Introduction to Special Education Administration Maria Berecin-Rascon, Ed.D. Class #9860</p> <p>ESE 509 Foundations of Special Education: Part 1 Introduction to Disproportionality Allison Wiener, M.Ed. Class #9861</p>

8-Week Online Courses

January 10 - March 1	March 3 - April 29
<p>ESE 502 Behavioral Management in Special Education: School-Wide Positive Behavior Interventions & Supports Michael Linehan, M.Ed. Class #9647</p>	<p>ESE 504 Methods & Materials in Special Education: Teaching Struggling Readers- Part 2 Language & Reading Comprehension Allison Wiener, M.Ed. Class #9650</p> <p>ESE 504 Methods and Materials in Special Education: Principles & Practices of Effective Co-Teaching Pamela Fesko, M.A. Class #9524</p>



ESS
Institute for Human Development

Contact:
Email: SELECT@nau.edu
Phone: 928-523-9250

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

Discovery Education



Still need to sign up for Discovery Education's learning platform? This award-winning platform is now available to all Arizona educators and students at no cost! Information on how to register your school or LEA with a simple passcode can be found on our [webpage](#).

Are you wondering what resources Discovery Education offers in your area of focus? Read their [December newsletter](#) or attend one of the below upcoming webinars just for Arizona educators and administrators!

[Discovery Ed & Rural Schools](#)

[Discovery Ed & English Language Learners](#)

[Discovery Ed & Social Emotional Learning](#)

[Discovery Ed & CTE](#)

Email TRobinson@discoveryed.com with any questions.

Discovery Education



January Highlights for Discovery Education

Timely & Relevant Resources



National Science Fiction Day (Grades 6-12)
Share this podcast with students to learn about Octavia Butler, an author who forever changed the science fiction game. Explore other podcasts like this in the [Encyclopedia Womannica](#) Channel. *January 2, 2022*

Martin Luther King Jr Day (All Grades)

Meet Dr. Martin Luther King, Jr., a pastor who led and inspired African Americans to demand equal rights. Dr. King advocated peaceful methods of resistance to unfair laws, such as boycotting buses that forced African Americans to ride separately and leading a march to Washington, D.C., to call for jobs and freedom for all. *January 17, 2022*



National Thesaurus Day (Grades K-5)
Follow the adventures of WordGirl as she fights off evil villains with superhuman powers and learns new vocabulary words every day. *January 18, 2022*

National Holocaust Remembrance Day (All Grades)

USC Shoah Foundation is dedicated to making audio-visual interviews with survivors and witnesses of the Holocaust and other genocides a compelling voice for education and action. Explore the newly developed and innovative assets on The Willesden Project—learn the impact of a powerful narrative that we hold within ourselves the power to overcome hatred. *January 27, 2022*



To view the PDFs with clickable links to each lesson, please visit our [Discovery Education Resources Page](#)



January Highlights for Discovery Education

Timely & Relevant Resources

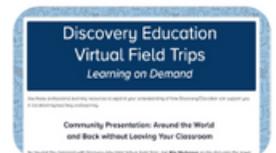


January Activity Calendars
Explore ready-to-use activities for the month of January that provide students with opportunities to explore their curiosity around a variety of topics in our NEW daily activity calendars for grades K-8. View current and past calendars at any time in our [Activity Center](#).

January Calendars: [K-2](#) [3-5](#) [6-8](#)

PL Resource of the Month: DE Virtual Field Trips Learning on Demand

Join Rita Mortenson as she discusses the power of virtual field trips and shares ways to maximize the experience with students. Use this professional learning resource to expand your understanding of how Discovery Education can support you in transforming teaching and learning.



Strategy of the Month: 3-2-1 Pyramid
Students use a graphic organizer to capture their thinking while viewing a DE resource. This builds foundational knowledge that helps students produce a summary. This strategy provides a scaffolded framework that guides student practice as they master the process of summarizing information. View all strategies in the [SOS Channel](#).

Feature of the Month: My Content
Stay organized year to year! My Content allows you to collect, organize, share, and retrieve your favorite Discovery Education digital curriculum resources in an organized filing structure. Organize by subject, topic, unit, or however fits your lesson plans!



Discovery Education



Elementary: PreK - 2

- [Literacy: Maya and Miguel](#) – Immerse students into these colorful, language-filled adventures which promote the value of a culturally diverse society. Maya and Miguel demonstrate the importance of doing good for family and community.
- [Math: Math in Context](#) – Help students investigate the context in which math is used. From sports, to medicine, to music – math is all around us in everyday life.
- [Science: Polar Bears](#) – Venture into the Arctic—the land of polar bears. With two layers of fur, a thick layer of blubber, and large paws, polar bears are specially adapted to survive on the Arctic ice and swim in frigid water. Climate change is causing the Arctic polar ice cap to melt, threatening the survival of polar bears.
- [Social Studies: Time Warp Trio](#) – Watch what happens when three 10-year old city kids get their hands on a magic book that can send them anywhere in time or space. Each episode is based on real history and offers up a quirky, interesting fact!
- [Health & Wellness: Child Mind Institute](#) – Explore four series dedicated to stamping out stigma around mental illness and learning differences.

Elementary: 3 – 5

- [Literacy: Weston Woods](#) – See children's picture books come to life with Weston Woods. By seeking the best books from all over the world and adapting them to preserve the integrity of the original, Weston Woods helps children discover the riches that are trapped between the covers of the books and motivates them to want to read for themselves.
- [Math: Cha-Ching Money Smart Kids](#) – Go beyond counting coins with these fun and engaging videos and activities that introduce concepts of finance to students.
- [Science: Wonderscape](#) – This series highlights key historical figures in the science field and their impact on the advancement of science and technology – explained for younger learners.
- [Social Studies: Animated Hero Classics](#) – Explore this series of biographies of scientists, inventors, explorers, and social champions from around Europe, North America, and the Middle East.
- [Health & Wellness: Inner Explorer](#) – Experience Inner Explorer's mindfulness-based stress reduction (MBSR) program through a series of audio-guided meditation practices.



To view the PDFs with clickable links to each lesson,
please visit our [Discovery Education Resources Page](#)

Secondary: 6 – 8

- [Literacy: Common Sense Education: News and Media Literacy](#) – These resources will help students demonstrate the ability to identify, evaluate, and use information effectively, find credible and trustworthy sources, and give proper credit.
- [Math: Probability](#) – Explore grade-specific resources to introduce the ideas of probability in your classroom through real-world examples and practice explanations.
- [Science: Sea Studios Foundation](#) – In this series, learn about key scientists who made advancements in their fields such as biology, paleontology, neurobiology, and more.
- [Social Studies: Women in History](#) – Celebrate the remarkable journey and impact of women throughout history and learn contemporary stories of women changing the world. This collection showcases stories of pioneering women throughout history who fought for equality regardless of gender.
- [Health & Wellness: Healthy Decisions](#) – This channel provides grade-banded instructional materials and classroom resources to support students in developing healthy decision-making skills around such topics as alcohol and drugs, mental health and wellness, nutrition, and physical activity.

Secondary: 9 – 12

- [Literacy: Literary Devices](#) – Discover the different literary devices, or techniques, writers use to make their work more interesting to read. Writers use special techniques, especially in fiction and poetry, that make the writing exciting and memorable.
- [Math: Explanation Videos](#) – Looking for videos to scaffold learning for students or build background knowledge? Explore DE's Math Explanation and Overview videos to support all students.
- [Science: STEM Careers](#) – Learn about fascinating STEM careers through a variety of resources including career profiles, student activations, challenges, classroom activities, virtual field trips, and more.
- [Social Studies: Global Oneness Project](#) – Discover immersive documentary films that show individuals and communities who demonstrate resilience, passion, and advocacy as they contend with major issues facing humanity. In this collection, Global Oneness Project presents a series of stories that broaden our perspectives on social, cultural, and environmental issues.
- [Health & Wellness: Child Mind Institute](#) – Explore four series dedicated to stamping out stigma around mental illness and learning differences.

Arizona State Educator Job Fair



ARIZONA DEPARTMENT OF
EDUCATION

ARIZONA EDUCATOR JOB FAIR



FEBRUARY 26, 2022
8A-3P

DISTRICTS & CHARTERS NOW HIRING:

PARAPROFESIONALS

TEACHERS

SUPPORT STAFF

ADMINISTRATORS

RELATED SERVICE
PROVIDERS

CLASSIFIED STAFF

Renaissance Phoenix Glendale Hotel & Conference Center
9495 W Coyotes Blvd, Glendale, AZ 85305

Vendors and Job Seekers- Register today!
<https://www.azed.gov/teach/ade-state-educator-job-fair>

Have ideas for our monthly newsletter? We would love to hear from you! Please send us article ideas, educator stories, school recognitions, or any workforce-related topics.

Email us at teach@azed.gov