

# ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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## We're Feeling '22

Happy New Year Educators!

We are busy preparing for our annual state educator job fair which will be held in Glendale, AZ February 26 from 8a-3p. Please see page 2 of the newsletter for details on how to register.

We would love to hear from you about what you want to see this year in our newsletter- please email us at [teach@azed.gov](mailto:teach@azed.gov) with ideas and suggestions.

**Current Projects**

Click the picture to visit our job fair webpage!



**Arizona Educator JOB FAIR**



**Districts & Charters Now Hiring:**

- Teachers
- Support Staff
- Administrators
- Classified Staff
- Paraprofessionals
- Related-Service Providers

**Register Today!**  
<https://www.azed.gov/teach/ade-state-educator-job-fair>

**Saturday, February 26th**  
 8 a.m. - 3 p.m.

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

The ERR team presented at the virtual 2022 ESSA Conference on the topic of becoming an employer of choice. We know what educators are looking for when choosing a job- how can schools implement those desires to attract educators who will stay for years to come? See page 5 for ideas around this issue and thank you to everyone who attended our session and provided some valuable insight and feedback.



**The ERR team is happy to announce that registration is now open for our next Principals' Academy cohort.**

Please plan to attend all sessions:

April 5 9:00am - 11:00am

April 12 9:00am - 11:00am

April 19 9:00am - 11:00am

April 26 9:00am - 11:00am



**PRINCIPALS' ACADEMY**

Summer 2022 cohort dates will be announced soon.

Click here to register for this free opportunity:

<https://forms.gle/H5pD2tk6YJrSoVkg8>

## Educator Resources

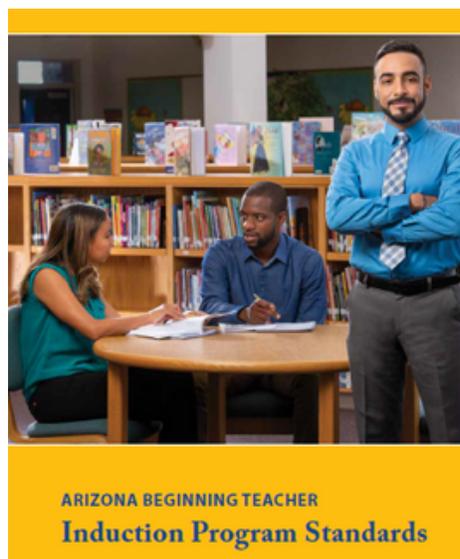
**Did you know** that the Arizona State Board of Education recently adopted Beginning Teacher Induction Program Standards?

An original set of standards guiding the development of beginning teacher induction programs in Arizona was created in 2004. Since then, changes in how teachers enter the profession, as well as our understanding of what goes into developing an effective beginning teacher induction program, have occurred at both the state and national levels. In addition, the passage of the Arizona Teacher's Academy in 2019, which includes a year of induction support for Academy graduates, raised the need to articulate a clear definition of induction for the state. Those graduates may choose to work anywhere in the state so, therefore, all educational organizations that hire new teachers need to have a common level of programming available.

This revised set of standards is the result of a series of working meetings with a wide range of stakeholders from across Arizona including Department of Education staffers, district and school leaders, human resource experts, association and school board members, policymakers, university faculty, educational nonprofit leaders, and mentor program directors from both traditional and charter schools, as well as urban and rural settings, and from all corners of the state. Each of these stakeholders, in turn, vetted iterative drafts of these standards with a range of stakeholders in their own communities including school leaders, mentors, teachers, and parents.

[Click here to view the AZ Beginning Teacher Induction Program Standards](#)

[Click here to check out the mentoring and induction work by the AZ K12 Center](#)



## Educator Resources

### Opportunities funded by ESSER Set-Aside dollars that your LEA can leverage for free!

Arizona SEL Course - self-paced and available for individuals, school & district teams, and train-the-trainers

Upcoming Discovery Education Sessions

AzCAN College Professional Access (CAP) Training

### A Resource for Supporting Youth during Covid-19

Ryan Rodriguez, School Psychologist  
Vail Unified School District  
Arizona Association of School Psychologists



The National Association of School Psychologists (NASP) and the National Association of School Nurses (NASN) (2020) partnered to inform educators and parents on how they might act to help kids cope with the changes that resulted from Covid-19 in March 2020. The article, *Helping Children Cope with Changes Resulting from Covid-19*, is a resource educators and administrators may wish to share with parents in the interest of kids. It is of particular relevance given the surge in Covid-positive cases resulting from the Omicron variant, and the increase of anxiety and uncertainty for some kids.

This article offers sound recommendations on how parents might reinforce a sense of safety and stability for children. Some of the recommendations include bringing awareness to one's reactions, how they talk about Covid-19, and the importance of consistency, routine, and a sense of control. It also calls attention to some physical and mental health actions parents may take to promote the well-being of their children. Furthermore, this article may be particularly useful as a resource to school administrators and teachers, as it is available in many different languages including Spanish, Chinese, Korean, Amharic, and more. The article, contributed by School Psychologist Kathy Sievering, is available at the following link:

<https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-safety-and-crisis/health-crisis-resources/helping-children-cope-with-changes-resulting-from-covid-19>

As always don't hesitate to reach out to your own school psychologist for guidance on how to help children cope,  
#itswhatwedo

## Issue Spotlight- Becoming an Employer of Choice

### Quick Take on a Hot Topic – What Teachers Want

In light of staffing shortages and compelling outlooks on the educator workforce, the topic of being an Employer of Choice is gripping the attention of education leaders, staff, and stakeholders.

Employers of choice are identifiable as organizations where employees are excited to be a part of the team. These organizations have a culture that attracts top talent, and leadership enacts policies and practices that retain that talent. An 'Employer of Choice' is an organization that is responsive and in tune with staff wellbeing. In the battle to draw skilled workers, these are the organizations that stand out, and employees choose to work for them over the competition. School systems striving to recruit and retain are exploring ways to be considered an employer of choice by the educators they are seeking to attract.

Teachers have provided insight into what they are looking for from their employer. Among the lists of "asks" are adequate preparation, supportive leadership, flexibility, professional opportunities, better compensation, positive and appropriate working conditions, and work-life balance. Interestingly, research shows that benefits and development opportunities have a greater impact on teacher satisfaction and retention than pay. Educators want employers that have a reputation for flexibility and exhibit forward-thinking and responsive workforce practices even more than they want bigger wages.

#### The ask.

School systems can begin to address educator needs by asking manageable questions that promote teacher well-being like

- Is lunchtime protected?
- What are the expectations around work during out-of-contract hours?
- Are meeting and email commitments manageable?
- What extra-curricular activity is expected or encouraged?
- How can we elevate and include educator voice in all decisions?

Further, based on best practices, school leaders can take action to retain teachers by considering policies, funding, and pathways to provide

- Beginning teacher mentoring and induction programming
- Stipends, scholarships, and payment assistance
- Teacher residencies
- Ongoing professional development
- Teacher leadership opportunities (career pathways outside of administration)
- Structures to support relationship building and collaboration
- SEL and trauma-informed care
- Culturally responsive leadership
- Principal support (principals are a main reason teachers leave or stay)

Another note for school systems striving for a reputation as a top-employer— teachers want to work at schools with high-quality, sustained supports and informed workforce management, such as proven coaching and evaluation practices that consider performance targets that go beyond assessments. Teachers want employers that value their employees, and that seek teacher input, provide responsive action, and routinely check in to ensure worker wellbeing.

#### Reference links:

<https://www.glassdoor.co.uk/employers/blog/how-to-be-an-employer-of-choice/> [https://learningpolicyinstitute.org/sites/default/files/Teacher\\_Exodus\\_Infographic.pdf](https://learningpolicyinstitute.org/sites/default/files/Teacher_Exodus_Infographic.pdf)  
<https://www.linkedin.com/pulse/how-schools-can-become-employers-choice-justyn-randall> <https://www.lsu.edu/chse/education/bestpractices/2021/december.php>

## NAU RRC

### Hot Topics & Current Research Article

This month please read an article written by Dr. Frank Davidson on Five Keys to Creating a Positive Work Culture. Clearly, this is a timely topic with the challenges school districts are currently addressing related to political dissension and the impact of COVID.

NEW Resources Section Videos [\(Click on the resources section tab on the top right-hand side of the website\)](#)

See two new videos added to the recently developed Legal and Regulatory section. We have a number of videos that we will upload in the months to come which will further populate this section, so please be on the lookout for that additional content.

- Sources of Law - Provided by C. Ben Hufford, Partner, Hufford, Horstman, Mongini, Parnell & Tucker, P.C.
- Contracts - Provided by Nathan D. Schott, Partner, Hufford, Horstman, Mongini, Parnell & Tucker, P.C.  
Video Topics and Development

Do you have a topic that can help others and are willing to record a short 3 to 5-minute video on the subject? If so please reach out to one of us!

Dr. Howard Carlson  
howard.carlson@nau.edu

Ms. Pat Buchanan  
pat.buchanan@nau.edu

Dr. Melissa Sadorf  
msadorf@roadrunners24.net

Ms. Kristin Turner  
kturner@palomaesd.org

## ESS Spotlight

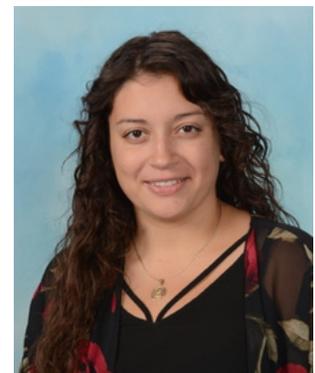
The ADE/Exceptional Student Services Professional Learning and Sustainability unit hosts a “grow your own” opportunity for educators in Arizona public schools. The program provides funding for tuition assistance to paraprofessionals who are attending educator preparation programs that lead to full special 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 Willcox 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 Willcox, Arizona for her husband’s job. Having completed her Associate of Arts degree at Cochise College in Sierra Vista, the Willcox 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.



Madelyn Stidham has always enjoyed working with different types of people. That joy led her to work as a paraprofessional at Pensar Academy. Madelyn 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, Pensar 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. Madelyn 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 alumnus 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.



If you are interested in creating your own “grow your own” opportunity for a paraprofessional in your district or charter, please go to the [ESS Recruitment and Retention webpage](#) for more information.

## Educator Spotlight



Joe Bisaccia  
Applied Technology & Robotics Teacher  
Cooley Middle School  
Higley Unified School District



Erin Parrott  
Choir/Theatre Director and Performing  
Arts Department Chair  
Skyline High School  
Mesa Unified School District



Kristi Kleiser  
7th Grade ELA  
Arizona School for the Arts  
ASU Ed Leadership 2021



Jonathan Avilez  
Instructional Enrichment and Intervention Specialist  
Emerson Elementary School  
Phoenix Elementary School District

# Discovery Education



## February Highlights for Discovery Education

### Timely & Relevant Resources



#### [Celebrating Black History](#) (All Grades)

The contributions, struggles, and triumphs of African Americans are woven into the fabric of American history and culture. The resources in this channel are organized by two frameworks: the Learning for Justice Social Justice Standards and the African American Studies curriculum organization of Culture, History, and Politics.



#### [Lunar New Year](#) (All Grades)

Discover the rich history and cultural traditions of Lunar New Year celebrations worldwide. In this collection, learn about the fifteen-day long festival beginning with the first new moon of the year and culminating with the dance of the lion or a traditional lantern festival. This channel showcases the many customary dances, colors, foods, and festivities that are symbolic of welcoming the new year and saying goodbye to the old one.



#### [Rosa Parks Day](#) (Grades K-5)

Celebrate the remarkable impact Rosa Parks made on the civil rights movement on her birthday, February 4<sup>th</sup>. Share how Parks fought against segregation and Jim Crow laws as a young woman, made history in 1955 when she refused to give up her bus seat for white passengers, and continued to stand up for civil rights until her death in 2005 at the age of 92.



#### [Super Bowl](#) (All Grades)

Get ready for the super bowl this year and inspire students to stay physically active with this custom set of lessons, videos and interactive activities. Students nationwide will have the tools they need to get the necessary 60 minutes or more of physical activity each day.



#### [President's Day](#) (All Grades)

Designated to honor George Washington, the country's first president, the holiday was initially celebrated on the day of Washington's birth. However, more recently the name "Presidents' Day" was introduced as a deliberate attempt to fashion the day into one that honors all presidents and all things presidential.

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

# Discovery Education



## February Highlights for Discovery Education

### Timely & Relevant Resources



#### February Activity Calendars

Explore ready-to-use activities for the month of February 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](#).

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

#### PL Resource of the Month: SEL in the Day

As a high school teacher librarian, Nancy Jo uses social-emotional learning practices to help students and other educators identify the value in understanding identity as an important and evolving part of educating every child. Watch the [video](#) or read the [PDF](#) to learn more.



#### Strategy of the Month: Fold, Draw, Learn

Students develop the ability to use context clues both by paying careful attention to a video, and by interpreting a drawing made by another student. Fold, Draw, Learn provides opportunities for students to practice using context clues to determine or clarify the meaning of unknown and multiple-meaning words and phrases. View all strategies in the [SOS Channel](#).

#### Feature of the Month: Build an Activity

Once you find a video that you love, don't forget to Build an Activity with that video! Add questions at points with a video quiz or build an activity with Studio and add in additional resources and quiz questions. Either way, you have a quick way to check for student understanding.



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



## Subject & Grade Level Specific Content

### Secondary: 6 – 8

- [Literacy: The Writing Process](#) – Help students understand the basics of writing. Writing, whether for class or for everyday life, is less stressful when broken down into five steps: prewriting, writing, revising, editing, and publishing. Master these steps to become a great writer.
- [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: Street Science](#) – Follow 'science guy' and storyteller Kevin Delaney as he leaves his lab behind and hits the streets to conduct larger-than-life demos combining scientific method with curiosity and plain old-fashioned ingenuity. Each episode captures experiments involving chemistry, fire, and explosions, among others, caught in slow-motion footage.
- [Social Studies: Interactives](#) – Journey through history and explore global geography with this curated collection of social studies interactives. Participate in the debates of America's founding fathers, travel the trade paths of Ancient Rome, solve traffic congestion problems in Washington, D.C., and more.
- [Health & Wellness: Tolerance](#) – Tolerance is the willingness to peacefully coexist with all people, regardless of their backgrounds and beliefs. Come together to understand and respect the opinions, customs, and lived experiences of all people, even if they are different from your own.

### Secondary: 9 – 12

- [Literacy: Poetry](#) – Learn about groundbreaking poets from history and about how everyone can use poetry to convey feelings and enrich their lives.
- [Math: Coordinate Systems](#) – Identify locations, distances, slopes, and shapes by using coordinate systems.
- [Science: PhET Interactive Simulations](#) – Based on extensive education research, PhET simulations bring math and science concepts to life in an intuitive, game-like environment, inviting students to learn through exploration and discovery.
- [Social Studies: Cultural Characteristics](#) – Enlighten your knowledge of different cultures, as you learn about societies and their beliefs and values around the world.
- [Health & Wellness: Ask, Listen, Learn: Alcohol and the Developing Brain](#) – Uncover the science behind how alcohol affects developing brains, bodies and behavior. Together, we will equip students with vital resources and dive deep into the science, data and facts that are critical to understanding the effects of alcohol, leading kids to say "YES" to a healthy lifestyle and "NO" to underage drinking!

# Discovery Education



## Subject & Grade Level Specific Content

### Elementary: PreK - 2

- [Literacy: Fable Cottage](#) – Explore a collection of traditional stories lovingly retold in modern language. Each story is available in video, text, and audiobook formats.
- [Math: Measurement](#) – Help students investigate the ideas of measurement with this collection of resources. Explore measurement of area, distance, money, perimeter, scale, temperature, time, volume, weight, and so much more.
- [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: News & Current Events](#) – Follow emerging stories from around the globe and consider in-depth features on politics, conflicts, sports, the environment, health, technology, and more.
- [Health & Wellness: Rules](#) – Build student awareness and skills around rules as a tool for maintaining order, keeping others safe, and ensuring people treat one another fairly.

### Elementary: 3 – 5

- [Literacy: Grammaropolis](#) – Through a combination of music videos and vignettes, Grammaropolis helps students learn about abstract grammar concepts through engaging visuals and storytelling. In this metropolis, punctuation and the parts of speech are personified based on the roles they play in a sentence.
- [Math: Prudential Monthly Math Challenges](#) – Ignite students' excitement and curiosity about math with this series of monthly math challenges around a variety of topics.
- [Science: Tech for Tomorrow](#) – Highlight the ways technology and innovation can better our world. Tech for Tomorrow's mission is to introduce students to today's cutting-edge technology and inspire them to create enduring innovations for the future.
- [Social Studies: Newsy](#) – Stay informed on today's most important topics and issues with straightforward, opinion-free news and documentaries. Newsy, a trusted source for concise, unbiased video news and analysis, documents unique perspectives through detailed investigation, sincere conversation, and honest reporting.
- [Health & Wellness: Nutrition](#) – Discover the science of nutrition. Studying human nutrition means learning what the essential nutrients necessary for life and health are, where to get them, and in what quantity to consume them. In these lessons, learn what makes a healthy diet and how to make choices that support that diet.

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



## New & On-Demand Virtual Field Trips: February 2022

No permission slips required! These [virtual experiences](#) let educators take students to amazing places and give them remarkable experiences, without ever leaving the classroom. Join us live for our new Virtual Field Trips or watch them on-demand after their premieres. [Explore more!!](#)

### American Ideals Virtual Field Trip

Premiere: February 17 at 10 AM PST / 1 PM EST  
Grades 3-8

Immerse students in the living, breathing process of Democracy with a virtual celebration of America's unique history of civic engagement. Get a look inside The Ronald Reagan Presidential Library and Institute and show a new generation of young Americans how leadership, communication, and informed decision-making unite people for the greater good. [Registration opens January 20!](#)

### Watch On-Demand!



#### Winning with STEM: A Virtual Field Trip with Olympian Katie Ledecky and Panasonic

Grades 3-8

Join 3-time Olympian, 15-time World Champion, 10-time Olympic medal-winning swimmer Katie Ledecky as she explores Panasonic's commitment to improving people's lives and helps students discover how STEM skills and related technological advances are moving us forward as a society and helping power a stronger future for all people.



#### Making a Life: The Strength of a Refugee

Grades 3-8

Dive into the history and legacy of the Kindertransport and explore with students what it means to be a refugee. Explore how refugees adjust to their new homes and cultures and celebrate the strength people can have in times of great change. [Learn more!](#)



#### Girls4Tech Cybersecurity Video Series

Grades 6-8

Inspire middle school students to decode their everyday lives and hack into a better future for our planet using the basics of Cybersecurity and Artificial Intelligence (A.I.). [Learn More!](#)



## Troops to Educators Updates

Recently the President signed the 2022 National Defense Authorization Act into law. This year's passage included funding to reestablish the Troops to Teachers (TTT) program for the next four years. (TTT stopped accepting participants in October 2020.) No specific timeline has been announced, but it is expected to take a few months to bring this nationwide program back online.

Since the program's inception in 1993 over 24,000 individuals have participated. Arizona was awarded the grant in 2018, meeting over 4,000 military-connected individuals and resulting in 833 participants seeking assistance to enter the education field. The Education Recruitment & Retention team is excited to have this nationwide program available again to help meet Arizona's education needs.

## Educator Preparation Program Updates

The ERR team is currently facilitating the review of over 20 new educator preparation programs. We have submissions for traditional, alternative, and classroom-based programs. If you are looking for any information about our Arizona EPPs, please visit our [website](#).

## Leading Change/Teachers' Institute Conference Proposals

We are excited to announce that we are now accepting proposals for the 2022 Teachers' Institute & Leading Change Conference, which will take place Wednesday to Friday, June 8th -10th. The theme for this year's conference is The Edge of Excellence: Reconnect, Integrate, and Motivate.

Do you enjoy sharing your passion and expertise with other educators? Do you have knowledge of effective strategies that support students in developing their agency and propel them to success?

If you are interested in sharing your expertise with other Arizona educators, the Arizona Department of Education invites you to submit a proposal to present at one of the many breakout sessions offered throughout the conference.

**[Click here to learn more and submit your proposal by February 22](#)**

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](mailto:teach@azed.gov)**