



EDUCATOR RECRUITMENT AND RETENTION

GUIDING PRINCIPLES

A high-quality education is vital for the success of our children, community, and state. Ensuring that all students have access to a professional, prepared, and effective educator will happen when:

- Salary packages are comparable to the education and training of other professional fields.
- Adequate resources for classrooms, students, and educators are provided.
- Educator autonomy, relevant professional learning, and leadership opportunities are common practice throughout a school system.
- Effective, collaborative, and representative leadership exists at every level.
- Educator preparation pathways honor prior experience, promote cultural competencies, and prioritize people from underrepresented backgrounds to ensure learner-ready educators.

PRINCIPLES IN ACTION

The Arizona Department of Education Recruitment and Retention team will advocate and support communities and Local Education Agencies (LEAs) by:

- Developing research-based toolkits and resources to collaboratively advocate for the needs of educators and students at a community and statewide level.
- Providing effective professional learning and development that is culturally responsive and honors educators as experts by being differentiated to their unique needs.
- Building and supporting pathways for leadership that meet the needs of students and the local education system; and elevates student achievement as well as educator efficacy.
- Establishing effective systems and pathways to recruit and retain education professionals, prioritizing those from underrepresented backgrounds and experiences.
- Ensuring education professionals enter the workforce with appropriate resources and preparation, which includes culturally responsive and social-emotional training.

MEET THE TEAM

Bruce DuPlanty, Deputy Associate Superintendent
Jamie Wilber, Director of Educator Recruitment and Retention
Carrie Brown, Events Management
Cari Eng, Data Reporting Analyst
Lee Fernwault, Troops to Educators
Sarah Richardson, Recruitment and Retention Specialist
Will Ambos, Recruitment and Retention Specialist

**We would love to come visit your district, hear about your successes/challenges,
and see how we can support your work.**

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