



# Arizona Troops to Educators Program

**ANNUAL REPORT MAY 15, 2021 TO MAY 14, 2022**

## Executive Summary

Troops to Teachers (TTT), remains an effective support for service members. 'Program Year 4' faced significant limitations, namely the halting of the national program, defunding, and a culminating no-cost extension for the remainder of the TTT grant period. Despite hinderance, the Arizona Department of Education built upon previous successes from 'Program Years 1 to 3', and continued offering targeted support to current and former service members at a smaller scale under Arizona's Troops to Educators Program (TTE) for this program year.

Like many other states, Arizona struggles to fill educator positions at all levels and areas. Moreover, Arizona remains committed to helping those who served and active-duty spouses enter the field of Education through Arizona's TTE Program. TTE eligibility mirrors the national program with hopes of transferring that information to the national TTT office at a date to be determined.

This broader approach of promoting all areas of education to include support roles has been well received from many service members, veteran organizations, the Luke Air Force Base (Luke AFB) Airman and Family Readiness Center, and the Transition Assistance Program (TAP). The potential for more employment opportunities while helping children succeed has been overwhelmingly positive. As a result more Local Education Agencies (LEA) are seeking partnerships with the state's TTE Program.

Considering the effects of Covid, the circumstances mentioned above, and the lack of a specific budget for staff, marketing, SWAG, and travel, Arizona still made some gains in attracting new TTE participants, issuance of certifications, while also adding more participants to full-time educator positions.

Arizona's TTE Coordinator met with 490 service members and veterans with 188 signing up for participation with 45 receiving one or more teacher certifications. These results in conjunction with previous years of certificated participants led to an additional 17 TTT/TTE participants obtaining fulltime employment at one of Arizona's 635+ school districts or charters. Arizona is looking forward to continuing this great program and offering support to all who served for next reauthorization of TTT for years 2024 through 2028 and hopefully beyond.

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# Arizona Troops to Educators Program

## Section 2: Introduction:

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

*(Modified, TTT Program' Sunset' May 14, 2021)*

Period of Performance: FY2022 - May 15, 2021 to May 14, 2022

### STATE STATISTICS

Arizona is the fourth fastest-growing state <sup>(1)</sup>

Goodyear and Buckeye, Arizona, are among the top 15 cities in the U.S. with the highest growth. <sup>(2)</sup>

Population: <sup>(3)</sup> 7,378,494

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

Veteran Population by County – see Table 1

by gender: <sup>(5)</sup>

50.3% Female  
49.7% Male  
*Median Age: 37.1*

by age: <sup>(5)</sup>

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: <sup>(5)</sup>

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: <sup>(5)</sup> **Updated information not available**

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				
<b>Total Active Duty</b>	<b>20,181</b>	<b>Total Reserve Force</b>		<b>15,394</b>	

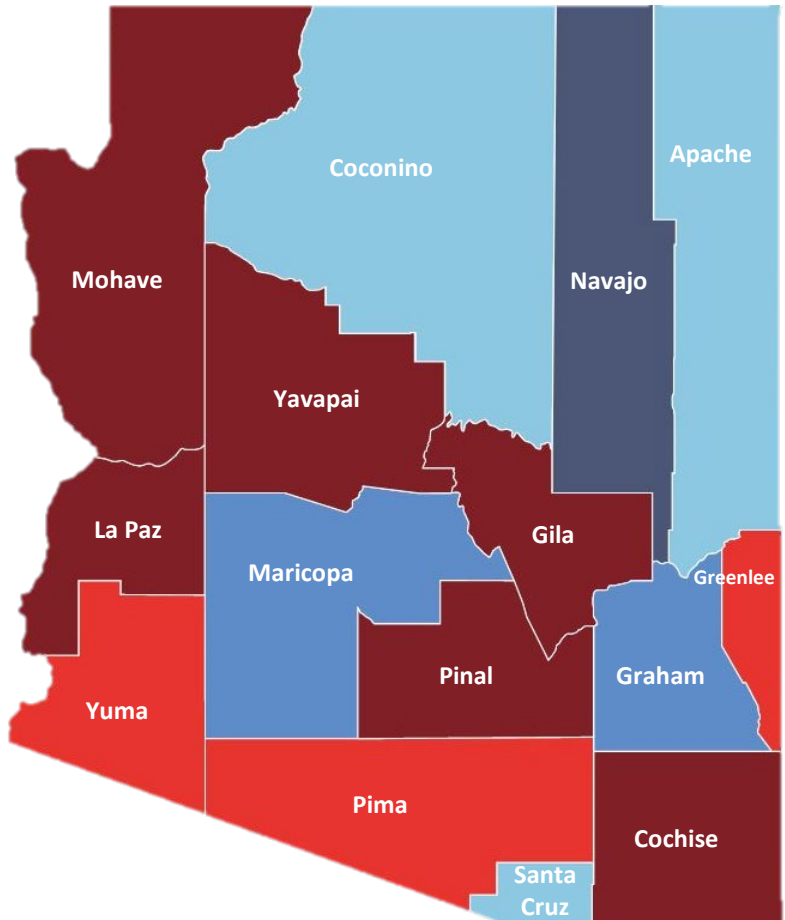
Arizona K-12 Education Information: **(Pre & Post Covid)**<sup>(7)(8)(10)(11)(12)</sup>

*Note: Arizona is a self-reporting state*

	<u>School Year</u>	<u>2020-2021</u>	<u>2021-2022</u>	
Student Enrollment K-12		>1.15 million	>1.11 million	Below Poverty – see Table 1
Educators Certified		63,079	65,736	
Appropriately Certified		56,778	49,148	
Not Appropriately Certified		3,669	12,093	
Other or unknown		2,632	4,494	
Emergency Certified		2,107	1,391	
Vacant Teaching Positions		1,243	1,699	(22% of LEAs reporting)
Vacant Support Positions		1,592	<i>Not available</i>	

# Arizona Troops to Educators Program

Table 1: Student Enrollment & Percent Below Poverty by County



County	Student Enrollment <sup>(8)</sup>	% of Children Below Poverty <sup>(9)</sup>	% 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%
<b>Total</b>	<b>1,150,806</b>	<b>24.6%</b>	<b>9.8%</b>

Percent Veterans





# Arizona Troops to Educators Program

## 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.*

In the face of all the obstacles covering this past program year, Arizona made progress helping past and present service members enter in the field of Education. TTE program engagements totaled 490\*, primarily due to Luke AFB’s TAP commitment to Arizona's program and links through the Arizona Department of Education's (ADE) website. Of the 490 engagements, 188 signed up for TTE participation with 96 reporting TAP as the reason and the other 92 from a search on ADE's website. ADE is hopeful with the reauthorization of the TTT Grant this great work will continue through the following years.

\*Veterans made up approximately 54% of the state's 188 TTE participants.

### Troops to Teachers – YTD Metrics (All years)

	Engagements 'Contacts'	Participants	Certifications	Employment Assistance (Hired)	SkillBridge Internships	Job Fair	Webpage Traffic	Community Events	Pending Certification
Year 1	620	182	31	14	n/a	2	1,719	2	0
Year 2	1,995	228	99	33	3	2	7,063	5	0
Year 3	312	125	55	42	2	0	3,475	1	32
Year 4	490	188	45	17	3	1	Not available	1	35
<b>Total</b>	<b>3,417</b>	<b>723</b>	<b>230</b>	<b>106</b>	<b>8</b>	<b>5</b>	<b>12,257</b>	<b>9</b>	<b>67</b>

#### Program Year 4

<u>Certificate Type</u>	<u>Totals</u>
Alternative/Intern	4
Educator Prep Prog.	4
Traditional/SPED	3
Elementary	1
Middle	0
Secondary	2
CTE	6
Subject Matter Expert	5
JROTC	1
STEM	0
Substitute/Emergency	23



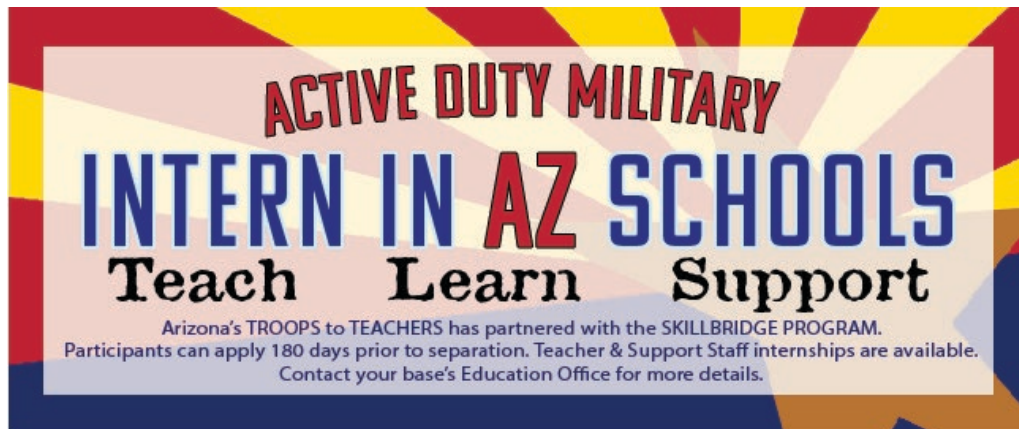
## Arizona Troops to Educators Program

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

Arizona's TTE Coordinator continued to service those seeking assistance through the state's TTE program via one-on-one meetings and individualized recommendation letters. A TTE Recommendation Letter lists all certifications available and corresponding options to meet that certification requirement. Each participant who sends proof of service or DD214, resume, and all available transcripts receives a recommendation for certifications they are qualified for based on the information they provided. Accompanying each recommendation letter are the specific applications necessary for each certification with additional options to pursue other certifications through one of the state sponsored programs such as the Arizona Teachers Academy (ATA). The ATA will pay for a participant's degree in Education with the stipulation that the individual commit to teach in the state for the same number of years they received the scholarship.

Additionally, individuals interested but uncertain about a career in 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.

Troops to Teachers & SkillBridge base advertisement card



*Goal #3: Provide individualized counseling to assist TTT participants with meeting the educational and certification requirements to transition into a teaching career.*

Arizona's TTE Coordinator has an extensive background and scope of experience from which he is able to use his US Navy training, Secondary Education Teacher (grades 6-12), and School Administrator positions to help interested individuals in pursuing a career in Education. This nearly 20 years of professional experience, along with aspects mentioned in the previous goal, lead to increased certification attainment and a positive 'customer service' experience. Program registration and clear guidance helps each participant reach their certification or educator goal.

Other resources to help TTE Participants enter the education field:



# Arizona Troops to Educators Program

The Arizona Troops to Educators Internship Book is entering its second edition and will provide further detail of Educational Philosophy, Pedagogy, Taxonomy, Classroom Management, Educator Focused Resume, etc to help the service members have a greater understanding of the educational environment and to improve longevity of staying in the field.

Troops to Educators & SkillBridge Partnership has expanded with a goal of adding at least 5 to 10 more districts or schools this last program year. Active-duty engagements have been well received with 25% of each TAP class indicating that the state Coordinator at least changed their mind about a career in Education. These numbers have been consistently improving at Luke AFB and with high hopes to continue this level of marketing at a statewide level.

*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.

Recently, Arizona has also approved a Classroom-Based Educator Preparation Program which allows an individual to teach under contract as the Teacher of Record while completing a school district/charter board approved training program which avoids the cost of returning to college or university. Most state board approved programs follow a two year timeline with an optional third year for participants needing additional support.

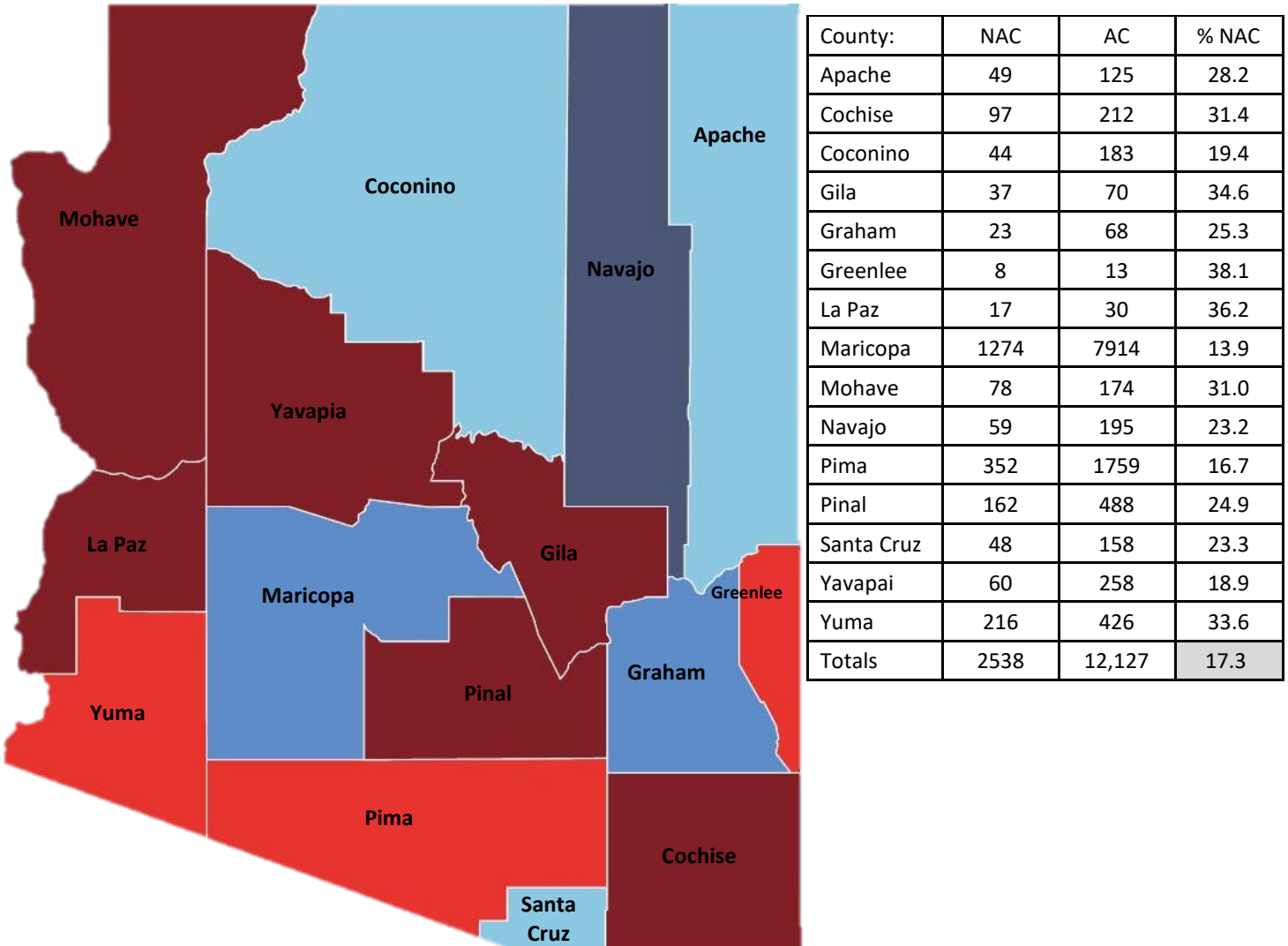
*Goal #5: Address geographic areas with critical teacher shortages, especially in high-need schools (as defined in subsection (a) of such section 1154), in particular, the shortage of science, mathematics, special Education, foreign language, or career or technical teachers in elementary schools or secondary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

Arizona has a diverse population with continued educator shortages like other states; however, ADE has chosen to be proactive by incorporating the TTE program into the Office of Recruitment and Retention Team. Arizona continues to work with the state legislature, LEAs, education organizations, and Institutions of Higher Education (IHE) to expand options for certification. New Education Preparation Programs (EPPs) continue to be approved with a significant increase in Classroom-Based EPPs. State Board approved Classroom-Based EPPs allow school systems to provide LEA-developed training materials and preparation plans to college graduates who hold at least a bachelor's degree without having to take additional college courses. Last year the State Board approved all 40 plus EPPs ADE's recommended since September 2021.



# Arizona Troops to Educators Program

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



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

Eighteen school districts and two Charter Schools have agreed to help support TTE with job opportunities and internships through TTE and SkillBridge partnerships. This fast-track process has helped to identify and promote TTE participants for hiring and other non-teaching opportunities. Again, Arizona has high hopes of making significant strides to improve participation and foundations training to help retain these valuable service members.



# Arizona Troops to Educators Program

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