

Diversifying the Teacher Workforce Affinity Group

Presenter

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Overview

Teacher Recruitment

Arizona Department of Education

- [Teach in AZ](#)
- [ADE Educator Recruitment & Retention Team](#)
- [Troops to Educators](#)
- [Alternative Educator Preparation Certificate Program](#)

American Association for Employment in Education

- [Conference & Education Career Expo](#)

Overview

Teacher Retention

Arizona Department of Education

- [ADE Educator Recruitment & Retention Team](#)

Arizona Governor's Office

- [Arizona Teachers Academy](#)
- [Educator Retention Task Force](#)
- [Helios Foundation](#)
[Announcement @ Dual Enrollment](#)

Teacher Retention Data

Data Sources

- [ADE Data Management](#)
- [ASU Morrison Institute of Public Policy](#)
- [Arizona School Personnel Administrators Association](#)
- [Education Forward Arizona](#)

Talking Points

- 52,000 Elementary Certified Teachers in 2022
 - 2022 Arizona had 970,751 students (18 students per certified elementary teacher)
- 9,672 total teacher positions open in 2023
- Arizona is losing more teachers each year than it is producing from bachelor of education programs at its three state universities.
- Twenty-two percent of the teachers hired between 2013 and 2015 were not teaching in Arizona after one year.

Support for Teachers

Non-Profits

- [Keeping Teachers Teaching](#)
- [Million Dollar Teacher Project](#)
- [Treasures 4 Teachers](#)
- [Treasures 4 Teachers-Tucson](#)
- [Tucson Values Teachers](#)
- [Arizona Rural Schools Association](#)
- [Arizona K12 Center](#)

Issues

- Teacher awareness
- Not Statewide
- Rural Teachers can feel “left out”
- Communication
- Time, Energy, Money

Rural Perspective

- [Rural Schools Have a Teacher Shortage. Why Don't People Who Live There, Teach There?- The Hechinger Report](#)
- [Why Rural Principals Leave- The Rural Educator](#)
- [Rural Research Agenda- NREA](#)

- Hiring of new teachers was reported as being somewhat or extremely difficult by 85 percent of rural school administrators, compared to 77 percent of those in urban districts.
- Some rural Arizona districts are importing inexperienced teachers from the Midwest only to later export high-value veteran teachers back to the Midwest.

Snowflake, Arizona

1. As of the census of 2000, there were 4,460 people, 1,312 households, and 1,070 families residing in the town. There were 1,536 housing units.
2. Snowflake is a part of the Snowflake Unified School District, consisting of Highland Primary School, Snowflake Intermediate School, Snowflake Junior High and Snowflake High School. Taylor Elementary School in the neighboring town of Taylor, Arizona, is also part of the Snowflake Unified school District.
3. Snowflake Unified School District has 2,725 students in grades PK, K-12 with a student-teacher ratio of 21 to 1.
4. For the past 5 years all special education positions (paraeducators, teachers, SLPs, OTs, PTs, etc.) have been filled.
5. Snowflake is 3 hours (174 miles) away from Phoenix, Arizona

Leadership



SAHUARITA UNIFIED SCHOOLS

Teacher



Marana Unified School District
Inspiring students to learn today & lead tomorrow.

Empowerment

TUCSON UNIFIED
SCHOOL DISTRICT

Project

A DISTRICT BY DESIGN
FUSD

Florence Unified School District #1
A District By Design, Not By Chance



Partnership between AZ CEEDAR/ACEPP, Arizona School for the Deaf and Blind, Florence Unified, Marana Unified, Sahuarita Unified, and Tucson Unified School Districts.

CEEDAR
CENTER

Talking Points



01 Prepare

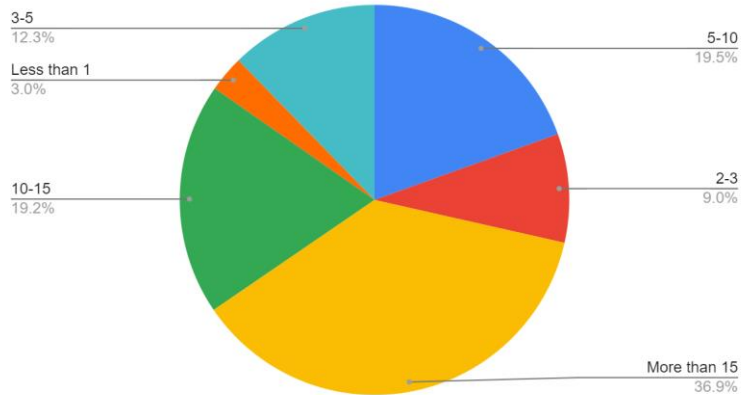
02 Recruit

03 Retain

04 Special Education
Directors

WHOA!

How many years have you been teaching special education?



334 Responses

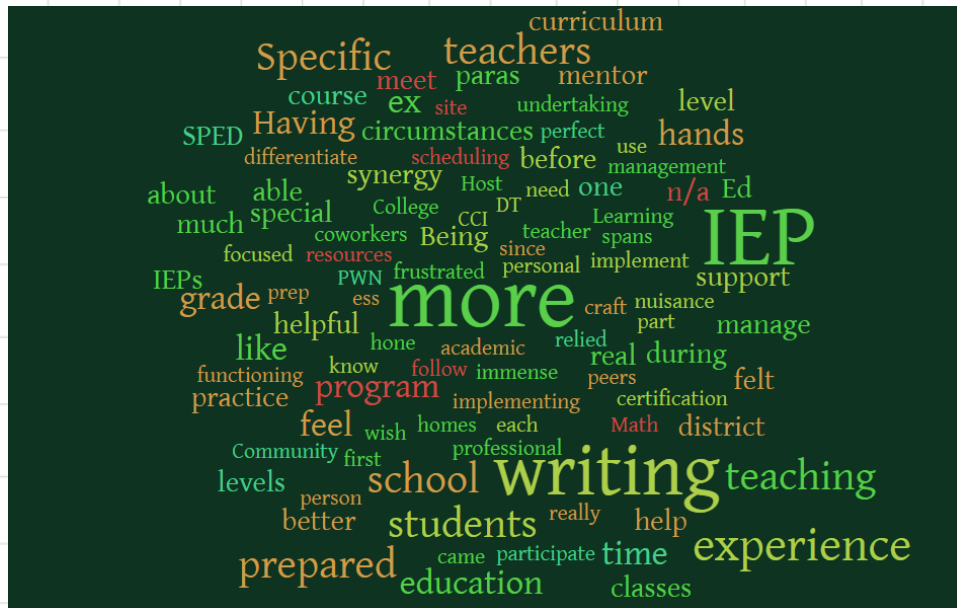
AZ Teacher Prep Programs & Pathways

- Educator Preparation: IHEs, LEAs
- Traditional: IHEs
- Alternative Pathways: IHEs, iTeach
- Classroom-Based Programs: LEAs (11 programs)
- Other:
 - Substitute
 - Paid Student Teaching
 - Endorsements (SPD-Mild to Mod, Mod to Severe)

Resources:

- [DEVELOPING A GROW YOUR OWN PROGRAM \(azed.gov\)](https://www.azed.gov/development/grow-your-own-program)
- [Educator Certification & Career | Arizona Department of Education \(azed.gov\)](https://www.azed.gov/education/educator-certification-career)
- [Approved Educator Preparation Programs | Arizona Department of Education \(azed.gov\)](https://www.azed.gov/education/educator-preparation-programs)

What would have helped you feel more prepared?



What factors contributed the scores you rated?



Recruitment Resources...

- [Arizona @ Work](#)
- [Arizona Department of Education Job Board and Advertising Job Fairs](#)
- [Recruitment Event from Pima County](#)
- [American Association for Employment in Education](#)
- [Get the Facts Out](#)

district paperwork classroom
time think support
because new professional many even additional
keep make want Allow staff salaries
administrators development hours caseload take
much student pay year training one level
all school Administration Listen feel sped write
requirements before better IEP day salary caseloads meetings
need only teachers Higher being increase
about information years stipend complete well needs
know mentors admin people give grade planning
after ed other help general instruction
students hire respect just teaching loads
Ex way job Offer
special IEPs position case Provide programs
work good case Provide programs
more teacher
teach writing experience

A word cloud on a blue background. The words are arranged in a roughly rectangular shape. The largest word is 'More' in red. Other large words include 'support' in yellow, 'responsibilities' in orange, 'administrators' in orange, 'excessive' in yellow, 'paperwork' in orange, 'Planning' in yellow, and 'Non-teaching' in red. Smaller words include 'collaboration', 'leadership', 'Cultivate', 'Self-Care', 'culture', 'Teacher', 'school', 'Development', 'work', 'environment', 'colleagues', 'district', 'educational', 'date', 'Professional', 'Activities', 'technology', 'Time', 'Keep', 'level', 'opportunities', and 'Non-teaching'. The background has a light green border at the top and bottom, and a white grid pattern on the right side. There are also some orange and red dots scattered around the edges.

administrators
collaboration
Provide leadership Cultivate
Improve Self-Care culture
Teacher school Development
responsibilities work
Reduce More environment
district educational date excessive colleagues
Professional Activities
support
Time technology Keep level opportunities
paperwork Planning
Non-teaching

Retention Resources...

- [Mindfulness for Teachers and School Leaders | Selected](#)
- [Get a Move On! Breathe, Body, and Brain Breaks](#)
- [Survival Guide for Teachers](#)
- [Head Space for Educators](#)
- [Educator Resilience and Trauma-Informed Self-Care](#)



What is your current reality?

What are your current staffing needs?

What might you need over the next year?

What might you need over the next year
from us?





“Never doubt that a small group of thoughtful, committed people can change the world..”

—Teacher Empowerment Project



Summary

1. Arizona is not producing enough teachers each year to meet the need.
 2. Lack of awareness of support systems.
 3. Burn and churn with new teachers.
 4. Many certified teachers not choosing to teach.
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What's the Cost of Teacher Turnover?

Learning Policy Institute

1. How many teachers left your school or district?

[Enter a Number](#) [Let Us Help You](#)

Enter the number of teachers who left last year
Don't know? Use the tab above to let us help you calculate an estimate.

20 0 1,000+

2. What's the cost of replacing a teacher?

Use the slider to estimate the cost of replacing a teacher in **YOUR** school or district. As you think about the costs, remember to factor in all expenses and person hours related to processing a teacher's exit, as well as costs to recruit, hire, and train new teachers. [Read more.](#)

Enter the cost of replacing a teacher for your school or district

\$9,000 \$1,000 \$40,000

Don't know? Use one of our [district estimates](#):

Rural District Suburban District Urban District

Estimated Cost of Turnover *

\$180,000

Cutting turnover in half would save

\$90,000

* Teacher turnover is costly, and not just in dollars. Studies show that student achievement suffers in schools with high turnover.

You can't spell amAZing without
AZ!

Thanks!

As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.

