

HELP!!!!

There's a Principal and
Teacher Shortage

Recruitment & Retention Strategies

Leading Change Conference 2015

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Arizona Department of Education

Connector

- What brought you to Arizona?
- What keeps you here?



Outcomes

- ✓ Analyze current teacher demographics
- ✓ Evaluate current recruitment and retention strategies
- ✓ Align LEA and ADE efforts through the Equity Plan analysis

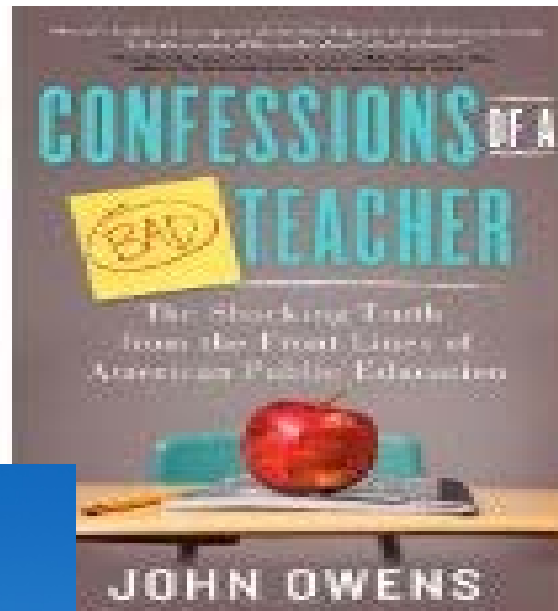


Equity Plan Equitable Distribution

Stakeholder Input

- Over 400 stakeholders gave input
- Some comments:
 - In rural areas you get the folks you get
 - Legislators need to spend time in schools to see the dire straits.
 - In order to move teachers for equitable distribution we need more funding
 - Staff turn-over can happen anytime, “I’m not coming back on Monday”

Why aren't teachers entering the profession?

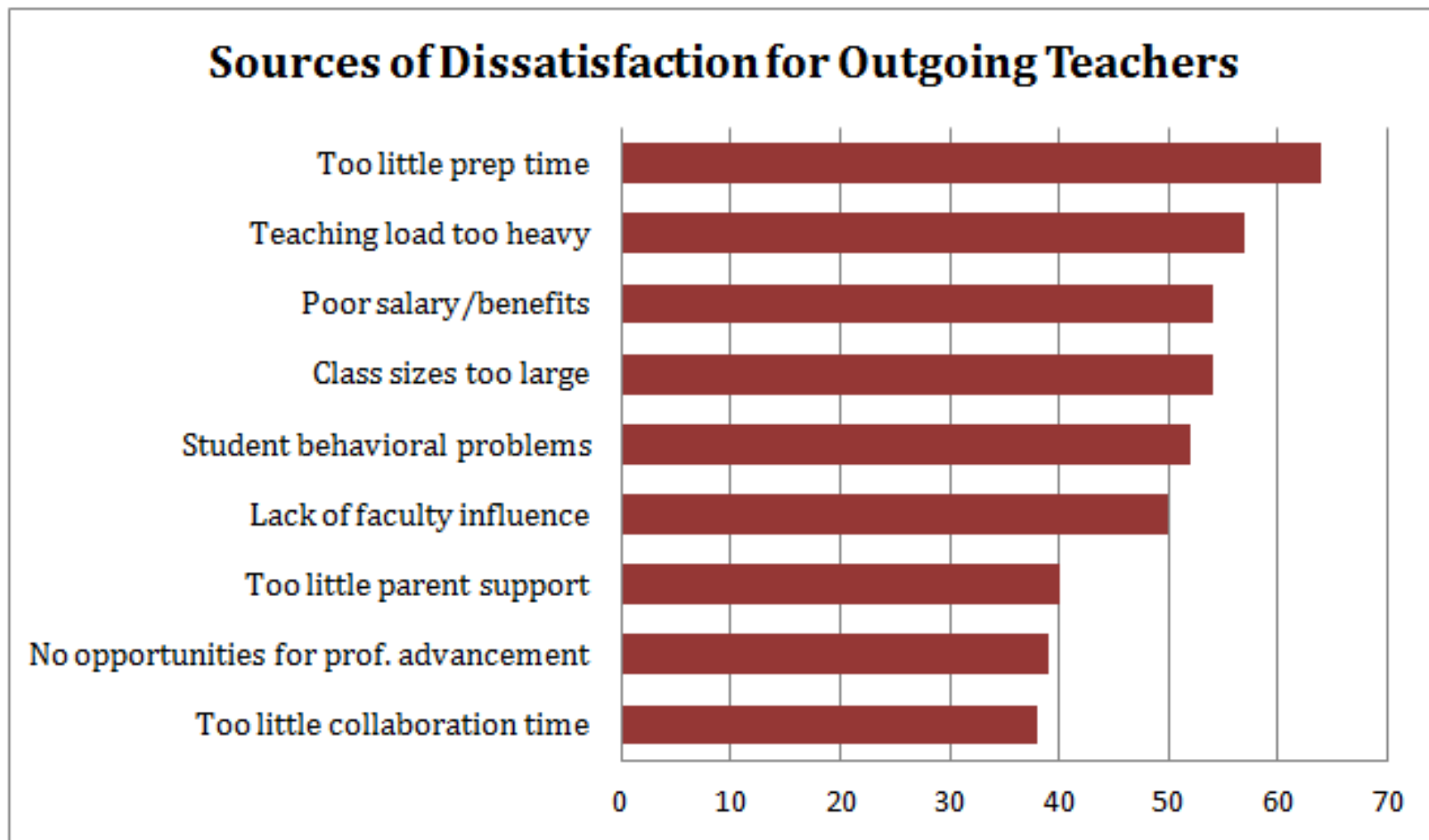


Why are they leaving?



www.shutterstock.com - 77191061

Difficulty Retaining and Recruiting Highly Effective Teachers



http://blogs.edweek.org/teachers/teaching_now/2014/12/the-teaching-profession-in-2014-in-charts.html

Education Week Teacher (December 29, 2014)

Brenneman



Are you still recruiting in the
20th century?



Marketing the LEA

- ✓ Why would a teacher want to come to work in your LEA?
- ✓ Discuss how your LEA markets itself?
- ✓ What is the most effective media you use?

Arizona Education Employment Board (AEEB)

Arizona has a statewide need for personnel in all fields of education and related services. By signing up for free weekly job openings on the AEEB, you will see what jobs are available by regions in the state.

Each geographic zone in the state is unique. No matter where you live and work, Arizona offers adventure and a place in the sun for everyone!

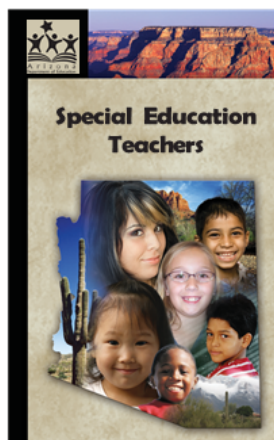
- 1) Western Arizona
- 2) Central and Northern Arizona
- 3) Southeast Arizona
- 4) Phoenix Metro Area



www.arizonaeducationjobs.com

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Why work in Arizona's schools?

Great need, great opportunities, in a great place to live!



There is a growing need for special education teachers in Arizona schools. Approximately 3.5 percent of positions go unfilled every school year. Arizona schools are actively recruiting dedicated professionals year-round. Make a difference in the lives of Arizona's children by working as a special education teacher.

Nature of work

Special education teachers work in many settings with children and youth who have a variety of disabilities. Most special education teachers instruct students at the elementary, middle, and secondary school level, although some work with infants and toddlers. Special education teachers provide specially designed instruction, adapting and developing materials to match the needs of students with special educational needs in general education and special education settings.

brochures*

Benefits of living in Arizona:

- City or country! Choose from metropolitan, suburban, or rural communities.
- The cost of living and housing in Arizona typically runs at or below the national average for our larger cities and well below the national average for our rural communities.
- Snow or no snow... you decide! Lay out by the pool in Phoenix or Tucson, or ski on Flagstaff's majestic mountains. Arizona has more than 200 sunny days every year, no matter where you live.
- The Grand Canyon is just the beginning. Arizona offers natural wonders and adventures within hours of every location.

Benefits of working in Arizona schools:

- Some school districts offer additional incentives and stipends
- Professional growth and development opportunities
- Affordable, comprehensive benefits: medical, dental, vision plans
- State retirement system
- Flexible school calendars/school hours



Find the perfect job

Arizona has 220 school districts and over 600 charter schools looking for dedicated special education teachers. Find information about certification and employment at:

- Teach In AZ: www.teachinaz.com
- Arizona Education Employment Board: www.arizonaeducationjobs.com
- Arizona Department of Education: www.azed.gov

Certification:

Arizona's special education teachers must hold teaching certificates that follow the laws of the state and the rules set by the Arizona State Board of Education. Arizona does offer reciprocity in certification for many states. Information on obtaining a certificate to teach in Arizona is available at: <http://www.azed.gov/educator-certification/>



Cost to replace a teacher

- ✓ Turnover rate 46%
 - ✓ 89% out-of-state teachers leave within first 5 years
 - ✓ 25% of all first year teachers leave
- \$17,872**
to train a new teacher





Checking the effectiveness of your current strategies

What strategies do you currently use to know why teachers are leaving?

How do you use the data?

Hiring the Generation X & Y Teachers

Generation X-Born in 1970-early 1980's

- Individualistic
- Technologically Adept
- Flexible
- Value a balanced work/personal life

Generation Y-Born in mid 1980's

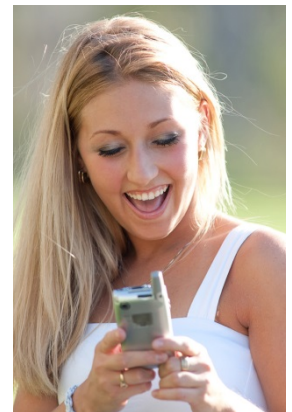
- Tech-Savvy
- Family-Centric
- Achievement-Oriented
- Team-Oriented
- Attention-Craving



Recruitment Strategies

“Thinking outside the box!”

- Advertising:
 - TV, radio, billboards, movie theater ads
- Social Media: Youtube, Facebook, LinkedIn, Twitter, Craig's List
- Networking
- Grow-your-own
- Teacher Preparation Schools
- Community recruitment support



Recruitment Strategies using Title II

- **Pay for AEPA/NES exams-any teacher**
- Pay for that last course the teacher needs
- Pay a Recruitment Stipend
- Fees for Teach for America
- Internal recruitment – building capacity

Tuition assistance grants*

- **General Education to Special Education Tuition (GEtSET)**
 - Certified General Education
 - Pursuing a master's in Special Education
 - 1/2 tuition paid
- **Paraprofessional Tuition Assistance Grant (P-TAG)**
 - For paraprofessionals who want to become certified to teach Special Education
 - Includes OTAs, SLPAs, PTAs

Support the newly-hired Take a personal interest

Mentor recruit
help leadership
stability support technology retention
PLC's



What about recruiting and retaining effective principals?

Why are effective administrators leaving?



Great Leaders
Lead
Great Schools

LEA	Report Card Grade	% of Effective & Highly Effective Teachers combined
Arizona	B-	91%
LEA #1	B	95%
LEA #2	D	63%
LEA #3	B	100%
LEA #4	A	90%
LEA #5	B	96%
LEA #6	D	95%
LEA #7	D	92%
LEA #8	C	60%
LEA #9	A	98%
LEA #10	C	73%
LEA #11	C	40%

91%

B-

Arizona Equity Plan Comparison

Retaining the new Millennials
What they value.....

I Can Make a Difference

Teamwork

There's More to Life...

I can Lead

Support Me



Retention Strategies: Principals & Teachers

Provide opportunities for collaborative leadership

- ✓ Ongoing Induction/Coaching/Mentoring
- ✓ Retention stipends – tied to student achievement to retain quality teachers
- ✓ Differential payment stipends—incentivize instructional behaviors that result in increased student achievement
- ✓ Align PD to specific principal and teacher evaluation needs
- ✓ Look for ways to increase pay



Retention Strategies: Principals & Teachers

Provide opportunities for collaborative leadership

- ✓ Provide leadership training-AZ Leads, Teach to Lead, U. of Virginia Leadership Institute
- ✓ Advocate politically for increased funding for schools
- ✓ Assist leadership in creating a culture of academic success
- ✓ Develop community support for academic success
- ✓ Work more effectively with local community colleges and universities

3—2—1

- Write down 3 new ways to recruit or retain quality principals and teachers
- Share 2 new ideas or thoughts with a partner
- Write 1 new way ADE and your LEA can actively support your recruitment/retention efforts on a post-it-note. Place it on the parking lot. Be sure to give your LEA contact information.



ONLINE LEARNING

Notable growth in the number of Internet based instructional providers

- Digital curriculum
- Online courses



Digital curriculum software (whether it is accessed locally from a school server or online via the Internet) is considered the same as a textbook.



Change for 2015-16
STC reporting must
have the teacher's
name, not the
external company's
name

Digital curriculum such as:

A+,

Novanet,

Credit Recovery

Other computer lab situations

**cannot replace the requirement for having a
Highly Qualified teacher present with
students when they are working.**

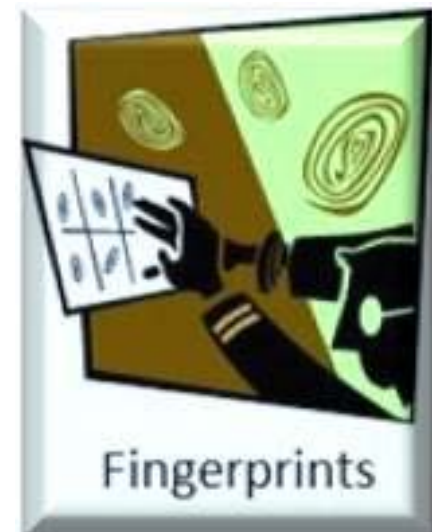
What else can we do?

USE AN ONLINE COURSE



- ✓ Used in remote areas where recruitment of HQ teachers is difficult.
- ✓ Teacher may be physically residing within Arizona or outside the state.

ONLINE COURSE TEACHERS must meet:



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