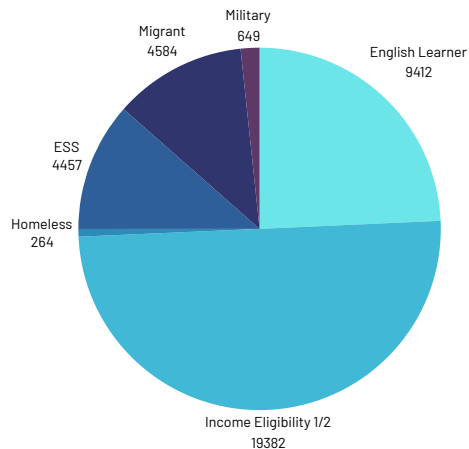




# NEWSLETTER



October 1, 2023: 37,966 students enrolled in public schools in Yuma County

## JUVENILE DETENTION GRADUATION



Isaac Santa Cruz was one of two high school graduates in a special ceremony at the Yuma County Juvenile Detention Center. Superintendent Hurt spoke at the event along with Juvenile Justice Center director Edward Gilligan.

The County School Superintendent oversees the educational needs of students who are enrolled in non-traditional public schools including collaborating with the Juvenile Detention Center.

## WELCOME NEW SUPERINTENDENTS!

Across the county we have three new superintendents beginning their tenure this month. At Dateland Elementary, Deborah Stewart is transitioning from her years running Southwestern Christian School. At Antelope High School, Michael Deiana is joining our area. And Somerton School District welcomes Omar Duron after his tenure as assistant superintendent in the Gadsden District.

We're excited to have these new leaders on board and hope you'll join us in supporting them in whatever ways they need.





## Important Dates

July 10-11 -- Yuma Career Exploration Summer Institute

July 15 -- Science Inquiry and Engineering Training, Yuma

July 17-18 -- English Language Learning Educator Training, Yuma

August 17 -- Mental Health Morning at Yuma Main Library

## RETENTION STRATEGY SPOTLIGHT: STAY INTERVIEWS

### STAY INTERVIEWS: THE NO-COST, HIGH-IMPACT RETENTION STRATEGY

What would it cost you to lose your most effective and influential teachers? Too much! Stay Interviews are a great no-cost method of collecting valuable data and insights surrounding what keeps them coming back every year, allowing leadership to move the needle on engagement and retention. Well-executed Stay Interviews can prevent the need for Exit Interviews.

#### Stay Interviews are:

- Deliberate, scheduled, one-on-one conversations with top performers, flight risks, and high-potential staff members.
- An opportunity to build relationships, demonstrate value, and build trust while discovering areas for celebration and improvement.
- Proactive, Motivational, and Informative: educators who feel like their voices are being heard are more engaged, and leaders who know what makes them tick can impact positive change before losing great teachers!

#### Stay Interviews are not:

- Punitive or negative in any way.
- On-the-fly conversations or check-ins.
- Associated with performance appraisals or annual review.

Questions like the ones below invite open dialogue and, when met with supervisory action, show the employee how much their feedback is valued.

Suggested Questions	Considerations
What do you look forward to when you come to work each day?	Start the conversation on a positive note; give the employee an opportunity to celebrate. Probe past "I love my students."
What kind of feedback or recognition do you like to receive?	Employees often talk about feedback they have received recently, which provides bonus insight into leadership interaction and impact. Recognition is not one-size-fits-all.
What professional development has provided you the most value, and what do you feel would enhance your employee experience?	This question affords insight into current and future PD offering opportunities as well as potential career goals of that staff member. Key in on trends as you ask this question of multiple employees.
What are some aspects of this role that you would like to see change?	The employee may lead with something like, "I need more time/money/staff". Be sure to probe further for more feasible opportunities and identify the root issues.
If you were to consider leaving this position, why would that be? What factors may trigger a departure? *	*This question requires an established level of trust. It can be powerful when used wisely! If you choose this question, do not allow defensiveness to taint your reception of the answer.
What can I do to make your experience here better? <b>OR</b> What could your leadership team do to make your experience here better?	If the conversation has been candid to this point, this question shouldn't be a stretch. Remain open, ask clarifying questions, and reassure employee of the value of his/her feedback.
If you could change one thing about your job (or school, or district) with a snap of your fingers, what would it be?	Ending with this question invites some levity to wrap up on good terms and allow for a "dream big" mentality going forward.

**Remember:** Suggestions made by employees do not equal an obligation to make those changes. Continue to ask probing questions that will elicit the most valuable feedback.

Learn more about this and other resources around Teacher Recruitment and Retention at the Arizona Department of Education [repository](#).



## REPOSITORY

ADE EDUCATOR RECRUITMENT & RETENTION

## DID YOU KNOW... ARIZONA TEACHERS ACADEMY HAS EXPANDED!

Dual credit classes are having a big moment in Arizona right now, but they require teachers to have advanced education to teach them.

You may know the Arizona Teachers Academy as a way to get your training to become a teacher FOR FREE. Just work one year as an Arizona teacher for every year you receive scholarship support. And now additional degrees and programs are available. For example, at Northern Arizona University, MA degrees in English Literature, Mathematics Education, or Public Administration. And it isn't just masters degrees--graduate certificates work too.

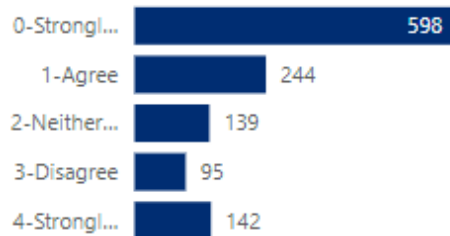
At ASU, specific courses that make up the 18 credit hours necessary to teach dual enrollment are available to view. These classes can be used as part of many different masters degrees.

For more information, please visit the [Arizona Teachers Academy website](#).

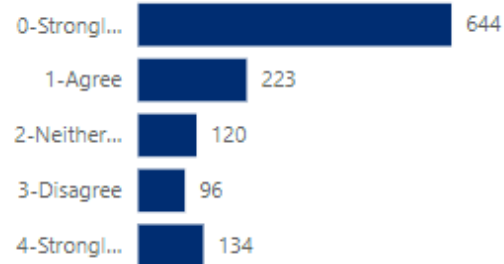


## SURVEY RESULTS FOR TEACHERS THAT LEFT AZ CLASSROOMS AFTER 2022-2023: NOT TEACHING IN 2024

### Because I did not feel respected as a K-12 teacher.



### Because I felt burned out.



To look more deeply at the data—including at the county level or based on types of credentials—visit Arizona Department of Education on [this page](#).

## YUMA CAREER EXPLORATION SUMMER INSTITUTE 2024

**Calling all career exploration educators and administrators in the Yuma region!**



The Arizona Pathways to Prosperity Team at Center for the Future of Arizona (CFA) and Arizona Business and Education Coalition (ABEC) are hosting professional development for educators and administrators on career exploration strategy, resources and best practices. This year's Institute will consist of three tracks: Administrators, Middle School, and Elementary School. All Participants will receive a \$250 stipend per day.

Join us for a personalized training experience as detailed below. For any inquiries, please contact Maya Watts at [maya.watts@arizonafuture.org](mailto:maya.watts@arizonafuture.org).

#### Administrators Track -

**Half Day - July 10th 9 am - 1 pm**

Sustaining Career Exploration Programs

- Implementation Planning
- Funding Sources
- Data
- Goal Setting

#### Middle School Educators Track -

**2 Day - July 10 & 11 th 9 am - 4 pm**

Delivering Dynamic Career Exploration Experiences

- Scope & Sequence
- ABEC Curriculum
- Possible Futures
- Edge Factor
- My Future Az

#### Elementary School Track -

**1 Day - July 11th 9 am - 4 pm**

Career Awareness with Elementary Students

- Lenses on the Future
- K-5 Possible Futures Curriculum
- Edge Factor

ARIZONA WESTERN COLLEGE  
SCHOENING CENTER, SOUTH WING  
2020 SOUTH AVENUE 8E  
YUMA, AZ 85365



SCAN TO REGISTER



### Training from the Office of English Language

Acquisition Services filled quickly for July dates here in Yuma, so we requested more! There are only 30 seats available in each session so make sure to take advantage quickly.

Friday September 6 there will be a half-day morning session for administrators and program officials. This will be a chance to meet with ADE staff and look at the different forms and requirements for EL students. Please note: this session will be cancelled without a minimum number of registrations.



**MORE DATES!**

**SEPT. 4**

**Grade 6-12**

Scaffolding Content Instruction for ELs in the **Integrated Instruction Classroom**

**SEPT. 5**

**Grade k-8**  
Teaching ELs in **Targeted ELD** Instruction

**SEPT. 6**

Technical Assistance | EL Program Implementation Requirements

Note the 5 hour administrator track available. Our office will be in attendance if you would like to talk about ideas and challenges your site faces when trying to fund and support high quality career programming.

As of July 1, 2023, Arizona had just over 10,000 principals with a standard certificate and 4,000 school counselors.


Source: [Arizona Department of Education, Educator Certification](#)

Welcome to the Community Educator Learning Hub!

## Get started

Explore the full catalog of nanocourses, enroll in a collection of curated nanocourses based on your role or jump back into unfinished courses in your dashboard.

[My dashboard](#)
[Full catalog](#)
[Role-based learning](#)



**Arizona State University has developed an amazing resource with 10 minute classes covering basics of child development, how schools work, brain breaks and more. If you would like to take a look or know more, please reach out to Eliana Osborn. There are financial incentives offered for organizations willing to try it out during fall 2024.**

## MENTAL HEALTH TRAINING FOR EDUCATORS

<b>Yuma County Education Service Agency</b> Rural Schools Emotional Well-Being Impact Grant Cycle 1, 2024	<b>Population:</b> Title 1 schools, where more than 50% of students qualify for free and reduced lunch and more than 50% of families are low income <b>Project:</b> Provide essential mental health training to 20 schools in rural southwest Arizona. Teachers from 20 different school sites will attend quarterly trainings about student and adult mental health. As they disseminate this information at their schools, at least 200 teachers and 6,000 students will be better able to talk about mental health issues, find coping strategies, and get additional help. Funding will enable 20 teachers to receive 12 hours of mental health training through four staff trainings during the 2024-2025 school year. Each teacher will receive a stipend for their participation.
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As you may have heard, the Yuma County Education Service Agency has received an Impact grant from the Blue Cross Blue Shield Foundation of Arizona. Details are above. YRMC also received funding from this grant for their mobile health clinic.

Most of our 20 slots for educators are full for this first year of the cohort. But if you or someone on your staff really want to participate, please reach out quickly to Eliana Osborn.



## BREAKING DOWN BARRIERS FOR STUDENTS IN POVERTY

A 75 minute Zoom meeting is geared toward rural educators, this training focuses on the National Comprehensive Center's "Supporting Students in Poverty with High-Impact Instructional Strategies Toolkit." This resource is not just a theoretical guide but a practical tool that can significantly enhance your daily work with students in poverty. Registration for July 26 is available [here](#).

