Innovative Recruitment Practices to Field and Classroom

Arizona Department of Education

May 15, 2013, NASDE 1st National Summit on Personnel Needs
Arizona Education Employment Board (AEEB)

Opening the Door to the Common Core

The AEEB is a website for Districts/Charters to list their open positions and for candidates to view their opportunities. It includes an online application, certification requirements, and a variety of information for job seekers. The AEEB offers email updates on newly posted positions.

http://www.arizonaeducationjobs.com/
Great Arizona Teach-In

This recruitment effort is for every District/Charter in the state of Arizona. Once a year this career fair is held to help schools find highly qualified candidates to fill their vacant positions. The success in matching candidates with schools increases every year.

http://www.teachinaz.com/
Teach in AZ

This website offers information for different opportunities in education. Find information for college students, career changers, experienced teachers, paraprofessionals, and more.

http://www.teachinaz.com/
Promising Practices Website

- [http://azpromisingpractices.com](http://azpromisingpractices.com)

This website provides research to practice guidelines, strategies, and resources to support professionals and parents in improving results for students with disabilities.
Recruitment

Awareness and programs to increase desire to be sped teachers

• 4 Elements of an Approved Program:
  1) Curriculum
  2) Field Experience
  3) FEA
  4) Service Learning
3 Priorities of FEA Experience:

1) PERSONAL LEADERSHIP DEVELOPMENT
2) SUCCESSFUL TRANSITION FROM H.S. TO COLLEGE
3) PROFESSIONAL DEVELOPMENT

Supplemental Curriculum

1) FIELD EXPERIENCE
2) PROJECT UNIFY – SPECIAL OLYMPICS
3) IEP & IDEA REQUIREMENTS

College Connection

1) CONFERENCES
2) COLLEGE CHAPTER: TRAINING, SITE VISITS, FACILITATION
3) SCHOLARSHIPS

Tracking Data

1) SENIOR EXIT SURVEYS
2) UNIVERSITY COLLABORATION
ARIZONA FEA

FEA GOALS

• Strive to interest students in the education profession
• Recruit future educators with diverse ethnic, racial, social and economic backgrounds
• Promote academic excellence and leadership responsibilities in students interested in teaching
• Enhance the quality of the school’s educational program through an appreciation of teaching and contributing to the smooth operation of the school
• Promote a positive image of education to students, parents, and the community and disseminate information about teaching
• Encourage members to be role models in the school, the organization and in their community
ARIZONA FEA

FEA OPPORTUNITIES

• Personal Skills Development
• Leadership Training
• Practical Application of Classroom Instruction
• Professional Development
• Student Voice in the Future of Education
• Travel
• Networking with Students Around the State & Country
• Scholarships & Grants
• Exciting & Challenging Educational Experiences
• Service Projects
• Public Speaking
• Competitions to Access Skills
ARIZONA FEA

CTSO BENEFITS

• Develop academic Success Through Applied Academics
• Promote Choice & Identification of Career Options
• Foster Interpersonal Skills in Teamwork, Communication, Human Relations, & Social Interaction
• Encourage Excellence in Scholarship
• Build Character, Promote Citizenship, Volunteerism & Patriotism
• Endorse Cooperation & Cooperative Attitudes Among All People
• Provide Opportunities For State & National Travel
ARIZONA FEA

State Sponsored FEA Events

State Sponsored FEA Events: Officer Training, Fall Conference, Camps, Site Visits, etc.
ARIZONA FEA

State Conference

Number of Students

Schools Participating