

ARSA REPORTS


Winter 2016

Official Publication of the **Arizona Rural Schools Association**

in this issue...

Changes Coming to ARSA

By Don German

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Many things are changing at ARSA. We hope that by the time this newsletter reaches you our revamped website will be up and running and our expanded resume service now the “Career Center” will be open and much more effective for our membership. We will have an entirely new format for this year’s conference in Flagstaff. The dates are September 15, 16 and 17 at “Little America”. Thursday the schedule will be stretched one hour to accommodate our members who have had a hard time attending anything on Thursday because they could not arrive in Flagstaff until later in the evening. We are still holding the Golf tournament at “Flagstaff Ranch” during the day on Thursday with registration and the social with exhibitors and sponsors in the evening. Friday will see the biggest changes with the morning keynote, Kathy Weibke from the K-12 Center, starting the day and an evening awards banquet where the Teacher of the Year and other awards will be part of the evening events which will be followed by an evening of entertainment and karaoke. This year we have invited the Arizona State Impact Aid Association to be our partners in the conference. We are excited and look forward to a bigger and better conference with ASIAA as our new partners. In that spirit, Shaun Martin will be our luncheon keynote speaker. Shaun was our Arizona Rural Teacher of the Year in 2011 and was the National Rural Teacher of the year in 2012. Shaun is currently the Athletic Director at Chinle High School. Saturday will be a joint meeting of the ARSA and ASIAA members to discuss educational issue we all face.

ARSA is expanding ways to further be of service to our members in the area of recruitment of teachers to Arizona. We hope our new Career Center on the website will attract much more attention than in the past as well as our new presence on social media. We now have a Facebook page, we are on Twitter, and Pinterest. We will do a posting on Facebook daily, two tweets daily and pins on Pinterest 3 to 5 times per week. Please join our social networks as soon as possible. I will have a space on the new website to do a blog ☺. This old guy is being forced into the social media world O MY!!

GENERAL MEMBERSHIP MEETING

**TUESDAY JUNE 14TH
7:00 PM**

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5

Simple Energy-Saving Strategies

By: Scott Pierce, Pierce Energy Planning

Energy conservation is a great way to lower a school's operational costs. These savings can be redirected into other areas where funding is needed. It doesn't have to be complicated! There are simple behaviors we can all adopt to reduce the amount of money spent on energy.

- 1.** Turn off lights when you leave the room: If you have incandescent or fluorescent lights, you should turn them off to conserve energy whenever they're not needed. If you have compact fluorescent lights (CFLs), because of their technology, you should turn them off only if you're leaving a room for more than 15 minutes. Ideally, you should use day-lighting whenever possible and keep artificial lights off. And remember, light sensors can be tricky. Items hanging from ceilings can move when spaces are unoccupied, turning on lights. Use light sensors as a plan B. Turning off the lights manually as you leave the room is still the best practice!
- 2.** Install a programmable thermostat: You can save as much as 10 percent a year on heating and cooling costs by turning your thermostat down (when heating) and up (when cooling) 10 degrees for eight hours a day. And the easiest way to do that is to install a programmable thermostat! Once you install your programmable thermostat, or if you already have one, set your temperature to be 10 degrees cooler in the winter or 10 degrees warmer in the summer when you're away at work. Set your temperature to return to where you want it right before you return to the office or home. Your geographical location is one factor that will dictate where thermostats should be set for occupied or unoccupied times. For example, for best results in Arizona, set temperatures to 73/85 degrees in the summer and 68/55 degrees in the winter.
- 3.** Turn off your computer and monitor when not in use: Personal computers, especially desktops, can use a lot of electricity if they're left on when not in use. Contrary to popular thought, a PC will reach the end of its "useful" life from advances in technology long before frequent start-ups and power-downs affect their service life. Get in the habit of turning your computer and monitor off whenever you're not using it. Also, screen savers do not actually save anything! A computer uses the same amount of energy when in use as when an image-based screen saver is on. In case you forget, make sure to set your PC's energy saving mode to put the monitor to sleep after 5 minutes of inactivity and your computer to sleep after 15 minutes. Even though sleep mode still uses energy, it uses less energy than if the equipment is left on and not in sleep mode.
- 4.** Use power strips to slay energy vampires: Most home/office electronics and appliances continue to use electricity even when in "standby" mode or when you think they're off. After all, anything with a clock-like a DVR for recording your favorite shows, a coffee maker for brewing a pot of Joe when you wake up, or an infrared receiver for receiving "on" signals from a remote control - needs continuous power to operate. To help slay the energy vampires that continuously feed on electricity, hook up all of your devices to power strips to switch off your devices completely when you're not using them.
- 5.** Keep doors and windows closed when heating or cooling spaces: When cooling and heating spaces, people may leave doors or windows open for fresh air, therefore causing the air conditioning or heating system to operate continuously. This creates high electricity consumption and maintenance costs because leaving the door or window open will prevent the environment from reaching the thermostat's temperature setting. This problem is especially costly in schools, office buildings, restaurants and other commercial settings in which occupants are not responsible for, and probably are unaware of, high electricity, repair and maintenance costs. These costs are therefore borne by the taxpayers or owners of these buildings. Help the units be efficient and save energy by keeping doors and windows closed when heating and cooling!



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It has been a strong year so far for the Arizona Rural Schools Association. We have increased our membership from 71 to nearly 90 members, a new partnership with the Arizona State Impact Aid Association, our higher educational partnerships have been strengthened and our Sponsor and Business Partner relationships have grown. We are excited about better servicing our members through these efforts as well as our new website design and the new “Career Center” which replaces the old “Resume Warehouse”. We hope to reach many prospective Arizona teachers through our new social media/marketing campaign. All of these efforts are outlined below.

• **ARSA Enhancements & Recruitment Efforts** •



1. Revamp and enhance the website through various means
 - a. Connect through social media icons will be attached to the new website pages. We will receive as part of the this package 5 Facebook posts weekly, 2 tweets daily and 3 to 5 pins on Pinterest weekly
 - b. Improve the overall look and feel of the site
 - c. Implement better search engine presence and be easier to locate us
 - d. Improve and redo the present resume system, now called the Career Center (details of this will be discussed below)
 - e. Advertise our website through placement offices in targeted states
2. Rename and present resume system now will be known as the Career Center and the following modifications and improvements:
 - a. Font size will be increased across the site
 - b. Interface buttons for adding forms, saving forms, searching will be larger and easier to use
 - c. Forms will have larger fields and descriptions
 - d. Instructions for each page will be added so there is no confusion as to the purpose for the page or form
 - e. During application registration the total number of steps; example 1 of 3, will be included for clarity which will translate to more users
 - f. Improve search options for job posting searches
 - g. Additional fields will be added to the job postings such as county, website link and the ability to select job type at the search level

Continued on next page



- h. Allow line breaks in the job posting for additional information
- i. The date a job is posted and the date an applicant entered their contact information/resume so active job seekers and active job postings can be better monitored
- j. Fields such as Contract dates, qualifications, reports to, performance responsibilities, evaluation and where to apply will be added to the job postings
- k. In the admin screen where applicants are reviewed we will break apart the statistics for better legibility
- l. We will create a system for mass removal so the systems does not have to be re-booted every year
- m. Include a periodic email to applicants regarding their current employment status
- n. Applicants still seeking jobs will be rolled over each year
- o. The administrator will be able to re-set the password annually
- p. The administrator will be able to add job postings and applicant information for both the job seeker and the job poster
- q. There will be a map interface so applicants can see the state of Arizona by county

A black and white photograph of a typewriter. A ruler is placed horizontally across the top of the typewriter, showing measurements from 10 to 60. The typewriter's carriage and other mechanical parts are visible below the ruler.

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ARSA EXECUTIVE BOARD NEWS



In the last few weeks we have seen many changes to the ARSA Executive Board. Some people have left us and some new people have been added to our Executive Board.

It is with deep regrets that we have accepted the resignation of Robin Berry from the board. Robin has served on the board for many years and in many capacities. Robin has decided to move on to her life as a personal trainer and be semi-retired. We will miss Robin and wish her the best.

Our regrets are doubled down with the resignation of Kit Wood. Kit is currently our Past-President and had initially agreed to take Robin's place as the Maricopa County Representative. I have known Kit for many years, she has repeatedly conveyed to me her desire to slow down and do fewer things so she can spend more time with her family. We will miss Kit's calming personality and focused insight on the board's decision making.

BUT THERE IS ALSO GOOD NEWS



The positions of Northwest Area Representative and Southeast Area Representative have been filled!

Our new Southeast Area Representative is Sean Rickert. Sean is the Superintendent of the Pima Unified School District and has been very active in ARSA for many years. He brings strength, leadership and the perspective of Eastern Rural Arizona to the table.

Sean says: "As PUSD Superintendent, I'd like to take a moment to share a little about myself. My whole life has been about finding ways to help others learn. As a teenager I started teaching swim lessons to toddlers. Later I would teach youth to sail and adults to drive horses. It comes as no surprise that I found many ways to develop my love for education; first I developed it as a teacher, later as an alternative school director and now as a superintendent. Nothing gives me greater pleasure than watching others grasp new ideas that will help them become successful."

Our new Northwest Area Representative, Jaime Festa-Daigle, Assistant Principal at Lake Havasu High School, brings a whole new perspective to the Executive Board that we feel will better help us serve the needs of our members.

Jaime is a native Arizonan. She has 14 years experience educating students in Lake Havasu Unified School District. She is currently an assistant principal at Lake Havasu High School. She has taught civics, economics, American History, English, and been an advisor for student council. Jaime has her Bachelor's degree in Secondary Education, Social Studies and English as a Second Language from Grand Canyon University. She received her Master's degree in Educational Leadership from Northern Arizona University and holds K-12 endorsements in English as a Second Language, Career and Technical Education and Speech.

Jaime is a National Board Certified Teacher, an AZ Master Teacher, a past Teacher of the Year/ Ambassador and has achieved many awards including the American Civic Educator of the Year Award, Lake Havasu Most Influential Teacher Award and the Arizona We the People Scholarship Teacher of the Year. She is a member of the Arizona Teacher Solutions Team and has spent the past year researching and writing about teacher recruitment and retention, especially as it pertains to rural Arizona. Jaime has led accreditation efforts at her school for the past decade and volunteers with AdvancEd to conduct external school and systems reviews.

In Jaime's free time she enjoys Crossfit, paddle boarding, and spending time with her two children and husband.

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NW - **Jaime Festa-Daigle**

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SE – **Sean Rickerts**

Superintendent Pima Unified SD

SW - **Andy Smith**

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Maricopa Region - **Vacant**

Executive Director

Don German



Arizona Rural Schools JTED's In the News

Much has been said, reported, and rumored about the upcoming debilitating cuts to the Arizona Joint Technical Education Districts (JTED's). In Rural Arizona, of the 14 JTED's, 11 are rural in nature – all but EVIT and West-Mec in Maricopa County and Pima County JTED. Let me speak for the Verde Valley and Rural Northern Arizona, of which there are six JTED's, almost half of the state.

Valley Academy for Career and Technical Education (V'ACTE) was formed in 2000 by five School Districts in Camp Verde, Clarkdale, Cottonwood and Sedona. We serve about 2,000 students on annual basis in grades 9-12. As a JTED we are funded for grades 10-12, at one quarter of the State Funding for schools. The cuts currently placed in the Arizona Revised Statutes last March will reduce funding to 92.5% of those reduced dollars, and each of my member districts Career and Technical Education (CTE) Students will also be reduced to 92.5% at their home sites as well.

For us in the Verde Valley, Districts are already looking at cutting CTE Teachers and programs for the school year 16/17. This will only further reduce the number of allowable students for us to count for State Funding, thereby starting a downward spiral for all of CTE in the Verde Valley.

CTE in the Verde Valley, and all of Rural Northern Arizona, has a long and proud history. Agriculture Education, including FFA Students, Automotive Mechanics, Building Trades & Cabinetmaking, and Welding. New Programs that have been added in the last several years include; Fire Fighting, Certified Nursing Assistant, and Engineering.

Industry level equipment is expensive for every program. Equipment that is necessary for students to receive their Industry Based Certifications, such as the Automotive Service Excellence, American Welding Society, and the State Certifications for Fire Fighting and Certified Nursing Assistant. Dollars are also used for the student license exams and travel.

Student Activities; such as the State Career and Technical Organizations (FFA, Skills USA, Future Business Leaders of America, Health Occupations Student Association) travel and competitions will be cut. These competitions help to prepare our students for their workforce skills, Leadership Skills, and assist students to obtain private scholarships for further education.

It is our intent and goal to provide career training, job skills and as many options as possible to our local High School Students. We want our students to be ready for what-ever path they choose, weather it is their choice to stay here and join our local economy, or to leave home and pursue other educational goals, training and options.

Without the additional funds for JTED's, Instructors will be lost, the equipment and student activities will all cease to exist for our students.

*Lois Lamer, CEO
Valley Academy for Career and Technology Education
Cottonwood, AZ*



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John Keating: Dead Poets Society

.....

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Alan Watts



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- Kathy F., Superintendent

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Why there is Teacher Shortage in Arizona

Deb Burdick shared many of these things with members of the Arizona School Administrators, but I wanted to reach the audience that might not receive her emails.

1. There are approximately 500 teacher openings that went under filled, filled by an underqualified teacher, filled by a long-term substitute or had to be absorbed into other classrooms in rural Arizona this year.
2. Young teachers are dropping out of the profession in larger numbers than ever before, especially in Arizona.
3. Arizona Ranks 47th in average teacher salary; High – New York \$77,628.00 Low - South Dakota \$40,661.00 Arizona \$45,406.00.
4. Education ranked 288th in Bachelor Degree starting pay for college graduates.

The chart below shows how Arizona has become part of the bottom five in best and worst rankings for teachers in America.

<https://wallethub.com/edu/best-and-worst-states-for-teachers/7159/>

	Highest Annual Salaries (Adjusted for Cost of Living)	Lowest Pupil-to-Teacher Ratio	Highest Public School Spending per Student	Best School Systems Ranking		Highest Competition (i.e. Fewest Teachers per Student by Year 2022)
1	Michigan	Vermont	Vermont	Massachusetts	43	North Dakota
2	Illinois	North Dakota	New York	Colorado	42	Maryland
3	Pennsylvania	Kansas	New Jersey	New Jersey	41	Iowa
4	Wyoming	Maine	Alaska	Wisconsin	40	Wyoming
5	Massachusetts	New Jersey	Rhode Island	Kentucky	39	District of Columbia
	Lowest Annual Salaries (Adjusted for Cost of Living)	Highest Pupil-to-Teacher Ratio	Lowest Public School Spending per Student	Worst School Systems Ranking		Lowest Competition (i.e. Fewest Teachers per Student by Year 2022)
47	West Virginia	Nevada	North Dakota	Louisiana	1	Nevada
48	Maine	Oregon	Indiana	Arizona	2	Arizona
49	Arizona	Arizona	Oklahoma	Nevada	3	Alaska
50	South Dakota	Utah	Utah	District of Columbia	4	California
51	Hawaii	California	Arizona	Alaska	5	Idaho

WHEN WE LOOK AT THE NUMBERS IT IS EASY TO SEE WHY MANY TEACHING JOBS IN ARIZONA GO UNFILLED



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