



**Scholarship
Character
Humanity**

Classroom-Based Alternative Preparation Program

LHUSD Bridge Program

Teachers Graduating from AZ EPPs (2018)

Certificate Type	Number
Art Education	88
Early Childhood Education	242
Elementary Education	1392
Secondary Education English	207
Secondary Education Math	116
Secondary Education Physics	8
Secondary Education Sciences	154
Secondary Education Social Studies	191
Secondary Education - All Others	225
Special Education Early Childhood	64
Special Education Mild-Moderate	606
Special Education Severe and Profound	2
Special Education Hearing Impaired	4
Secondary Education Visually Impaired	9
Total	3308

Arizona
Department
of Education



Arizona Teacher Openings

Arizona School Personnel Administrators Association

- ▶ As of July 2020, there were 7485 teacher vacancies
 - ▶ 604 were filled by Long Term Substitutes
 - ▶ 800 were filled by having teachers work on a 6/5th contract (no planning time)
 - ▶ 70 were filled by paraprofessionals
 - ▶ 1037 were filled by an individual with an emergency teacher or emergency substitute certification
 - ▶ 800 were filled by an individual with inappropriate certification
 - ▶ 1057 were filled by an individual with alternative certification or a Subject Matter Expert

- ▶ As of January 2021, there were still 1989 teacher vacancies

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Alternative Pathways to Teacher Certification

Alternative Teaching Pathway to Certification



Alternative pathways to teacher certification include programs in which the candidate can teach full time while enrolled in a State Board approved educator preparation program leading to state certification. Candidates in these programs can apply for an Alternative Teaching Certificate after matriculation and before teaching. The below programs offer alternative programs for candidates. Their contact information and links are below.

- | | |
|---|--|
| <ul style="list-style-type: none"> • <u>Alliant International University</u> <ul style="list-style-type: none"> ○ Main Line 1-866-825-5426 • <u>American Board for the Certification of Teacher Excellence</u> <ul style="list-style-type: none"> ○ Monsur Ahmed 1-866-445-5258 • <u>Arizona State University</u> <ul style="list-style-type: none"> ○ Kristi Bade 480-965-9995 • <u>Grand Canyon University</u> <ul style="list-style-type: none"> ○ Amy Schwarz 602-639-7487 • <u>Northern Arizona University</u> <ul style="list-style-type: none"> ○ Student Services Office 928-523-2145 • <u>Ottawa University</u> <ul style="list-style-type: none"> ○ David Galindo 602-749-5174 • <u>Pima Community College</u> <ul style="list-style-type: none"> ○ Main Line 520-206-5144 | <ul style="list-style-type: none"> • <u>Prescott College</u> <ul style="list-style-type: none"> ○ Nancy Walther 928-350-1010 • <u>Rio Salado College</u> <ul style="list-style-type: none"> ○ Main Line 480-517-8140 • <u>Scottsdale Community College</u> <ul style="list-style-type: none"> ○ Mary Ellertson 480-423-6217 • <u>Teachers of Tomorrow</u> <ul style="list-style-type: none"> ○ Blake Warren 888-850-7740 • <u>Teach Now</u> <ul style="list-style-type: none"> ○ Shelbie Goodnow 1-844-283-2246 • <u>University of Arizona – (Special Education only)</u> <ul style="list-style-type: none"> ○ Carl Liasupsin 520-626-3810 • <u>University of Arizona – South</u> <ul style="list-style-type: none"> ○ Alison Barrett 520-458-8278 x 2136 • <u>University of Phoenix</u> <ul style="list-style-type: none"> ○ Bryan Rector 602-387-6740 ○ Sonia Lebron 602-387-7656 |
|---|--|

1535 W. Jefferson * Phoenix, AZ 85007

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Alternative Certificate Programs in Arizona

Alternative Certification and LHUSD

	16-17	17-18	18-19	19-20	20-21
New Alternative Certs	8	4	10	8	9
Emergency Certs	0	0	0	1	6
Total New Hires	38	43	44	40	37

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ARS - 15-553

- ▶ Allows for the State Board of Education to grant school districts the authority to approve the certification of a teacher as a classroom-based preparation program provider
- ▶ School districts submit a program and training schedule along with any mentoring and coaching information to SBE
- ▶ School districts may partner with a third-party provider to provide training
- ▶ Teachers participate in this program for two years and students in their class must show annual growth
- ▶ Applicants must possess a bachelor's degree, fingerprint clearance card, and demonstrate professional and content knowledge as required by 15-533

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R7-2-604.05 Classroom-Based Alternative Preparation Program Approval Process

- ▶ Name of Program - LHUSD Bridge Program
- ▶ Areas of Certification - Elementary and Secondary Certificates
- ▶ Verification of ARS requirements
- ▶ Efficacy data
- ▶ Biennial reporting

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ADE Requirements for Certification

- a. A bachelor's degree;
- b. Successful completion of a Board-approved Classroom-Based Alternative Preparation Program;
- c. Verification of satisfactory progress and achievement with students;
- d. Demonstration of subject knowledge proficiency with:
 - i. Verification of teaching courses relevant to a content area or subject matter for the last two consecutive years, and for a total of at least three years at one or more accredited postsecondary institutions; or
 - ii. A bachelor's, master's or doctoral degree from an accredited institution in the applicable subject area; or
 - iii. Verification of a minimum of five years of work experience in the applicable subject area of certification; or
 - iv. Three years of verified teaching experience in the same area of certification in which the individual is applying for certification; or
 - v. A passing score on the applicable subject knowledge portion of the Arizona Teacher Proficiency Assessment;
- e. Demonstration of professional knowledge proficiency with:
 - i. Three years of verified teaching experience in the same area of certification in which the individual is applying for certification; or
 - ii. A passing score on the applicable professional knowledge portion of the Arizona Teacher Proficiency Assessment;
- f. An individual seeking certification who was teaching courses or subjects tested by the statewide assessment must also provide:
 - i. Verified evidence of two years of full-time teaching; and
 - ii. Verified evidence that the individual's students performed at grade level; or
 - iii. Verified evidence that the individual's students achieved at least one year of academic growth at a rate equivalent to the state average for the students' associated peer groups;
- g. A valid fingerprint clearance card issued by the Arizona Department of Public Safety

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LHUSD Bridge Program

▶ Mission

- ▶ The LHUSD Bridge program provides a pathway for professionals with four-year degrees who do not possess a standard certificate to become a quality teacher and make a difference for Lake Havasu Unified School District students.

▶ Goals/Vision

- ▶ The LHUSD Bridge program serves teaching candidates, parents, families, and students by expanding the quality teacher workforce, developing appropriately certified teachers for every classroom.

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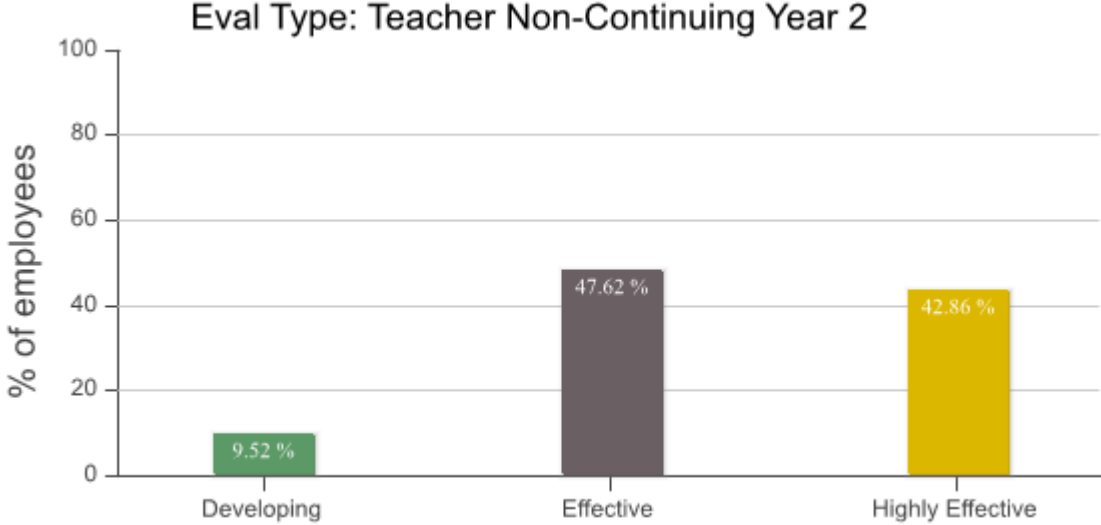
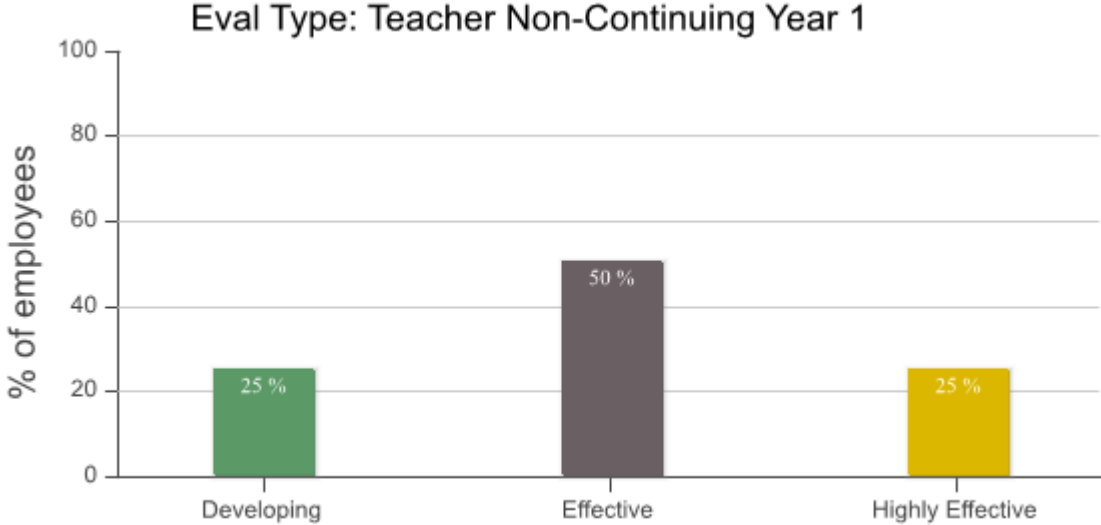
LHUSD Bridge Program Overview

- ▶ The LHUSD Bridge Program is a two-year program for certification with an optional third year focused on goal setting, professional reflection, and preparation for continuing teacher status.
- ▶ LHUSD Bridge Teachers will receive one week (40 hours) of training before the start of the teacher calendar. Teachers will learn about teaching and learning in LHUSD.
- ▶ LHUSD Bridge Teachers will participate in 7 after school training sessions (14 hours) focused on instructional fundamentals during year one. Teachers will learn the skills and dispositions required to be a successful teacher.
- ▶ LHUSD Bridge Teachers will participate in 7 after school training sessions (14 hours) focused on instructional shifts during year two. Teachers will learn how to apply LHUSD initiatives to their practice.
- ▶ Full-time coaches will support LHUSD Bridge Teachers. LHUSD Bridge Teachers will also be assigned to a site-based mentor. Site-based mentors and coaches have received training resources from New Teacher Center and are guided using the InTASC standards.
- ▶ LHUSD Bridge Teachers will successfully complete four teacher preparation courses at Mohave Community College within their first two years.
- ▶ LHUSD Bridge Teachers will receive job-embedded coaching and mentoring focused on modeling, observing other classrooms, videotaping, and reflection.

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Program Evaluation - #1 Teacher Evaluation



19-20 Teacher Evaluations

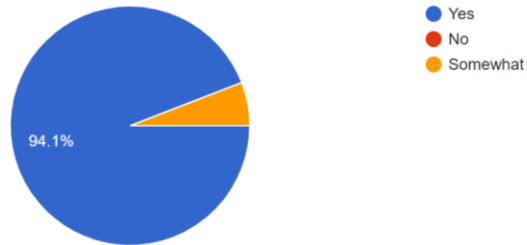
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Program Evaluation - #2 Mentor and Mentee Data

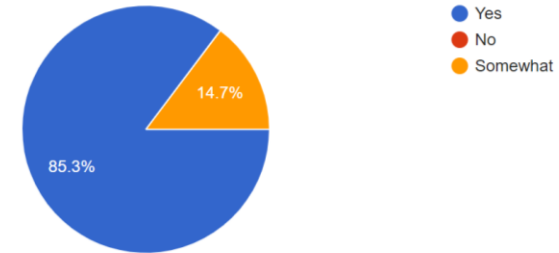
1| Teachers are committed to students and their learning. Do you feel confident in implementing LHUSD's expectations for rules and delivery of consequences in the classroom?

34 responses



2| Teachers know the subjects they teach and how to teach those subjects to students. Do you feel prepared to lesson plan with a focus on objectives, instructional scaffolding, engagement, and formative assessment?

34 responses



20-21 NTO Reflection Data

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Student Achievement Data

2019 E.L.A. Benchmark Mid-Test - % Students M/E the Standard		
Grade	District Average %	Induction Teacher Average %
1	50.4	52.7
2	40.3	39.15
3	43	68
4	56.9	41.7
5	45.7	50.75
6	48.7	58.3
7	59.4	46.9

2019 Math Benchmark Mid-Test - % Students M/E the Standard		
Grade	District Average %	Induction Teacher Average %
1	69.5	65.9
2	45.1	40.3
3	47.2	84
4	36.1	17.4
5	65.9	63.4
6	51.7	29
7	47.6	55.8
8	32.8	39.2

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Next Steps

- ▶ Finalize application with Arizona Department of Education
- ▶ File application and present to State Board of Education

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