



Mesa Education and Workforce Development Roundtable

September 6, 2023

2024 Proposed Meeting Dates

- ▶ **March 6, 2024**
- ▶ **June 5, 2024**
- ▶ **September 4, 2024**
- ▶ **December 4, 2024**

Governor's Educator Retention Task Force

Update

In February 2023, Governor Hobbs announced an executive order to establish an Education Retention Task Force in an effort to rebuild and reinvest in our public schools.

The task force will make recommendations regarding the education retention crisis in a report due in December 2023. By holding ongoing stakeholder meetings and conducting surveys the group hopes to better understand the wide variety of issues affecting retention including pay and benefits, working conditions and teacher preparation programs.

East Valley Representatives:

Justin Wing - Mesa Public Schools, Asst. Supt. of Human Resources

Sarah Tolar - City of Mesa, Education and Workforce Administrator



Working Groups

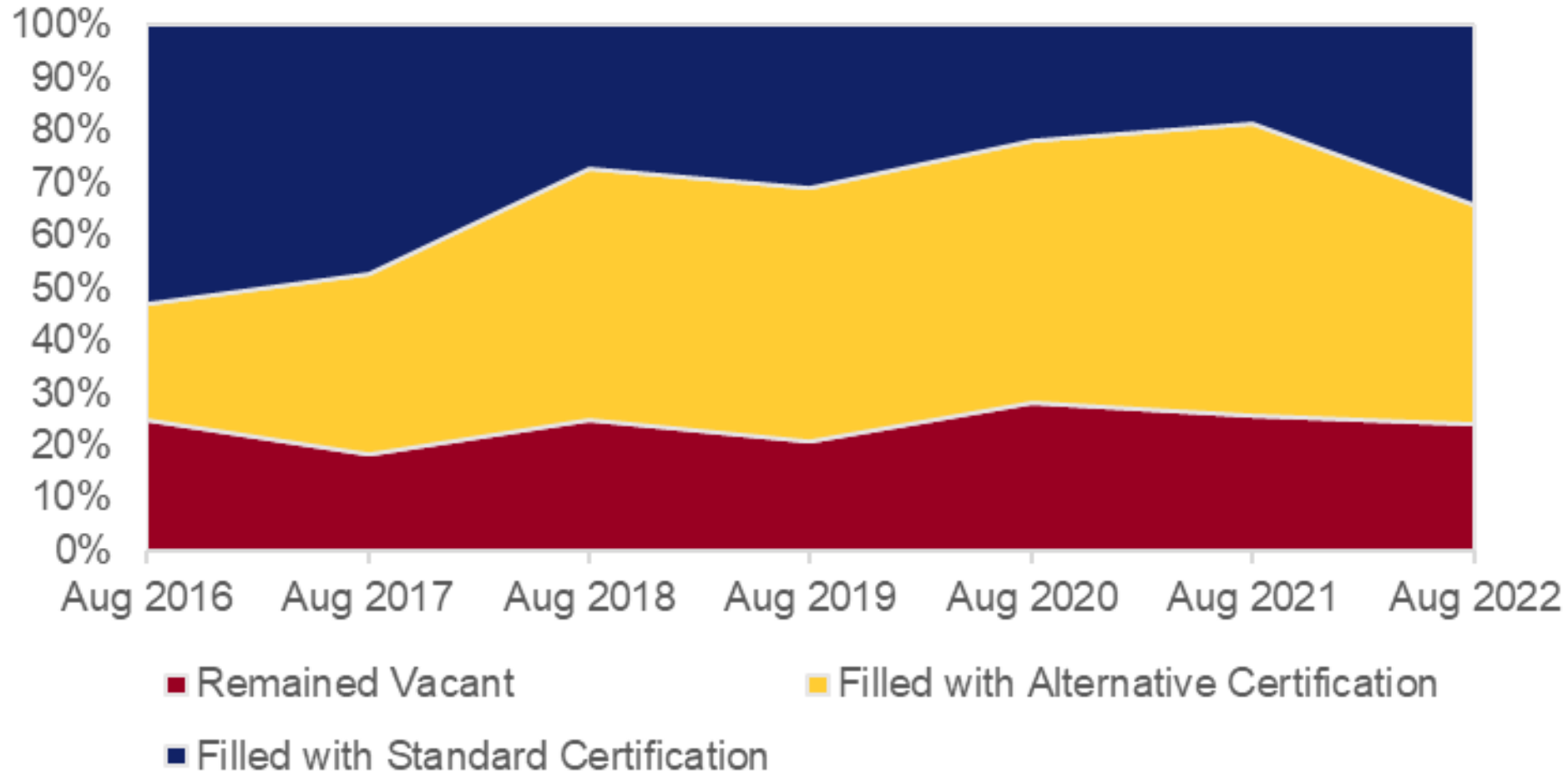
- Retention Innovations and Solutions
- Teacher Preparation and Certification
- Compensation and Benefits
- Working Conditions

State-wide Educator Retention Survey

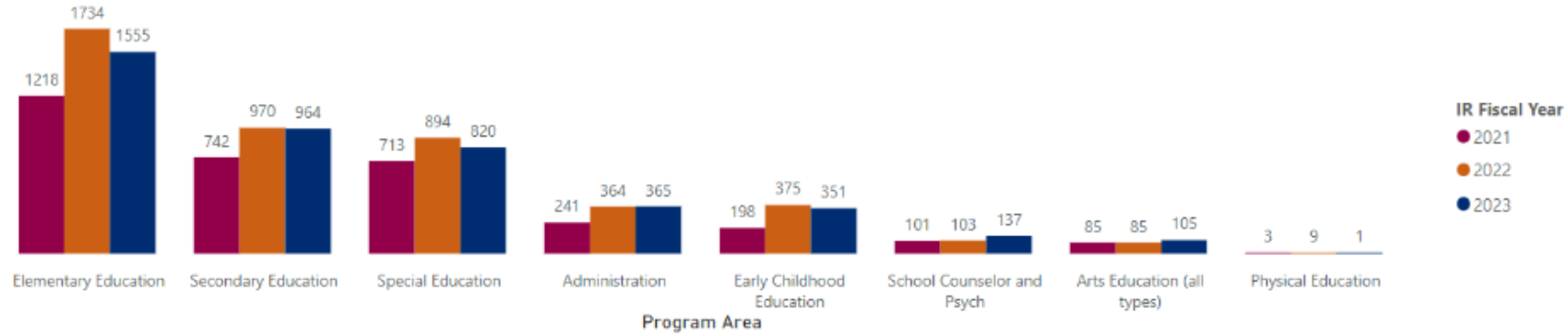
- ▶ Live **July 11, 2023**
- ▶ Remain open until **August 31, 2023**
- ▶ As of 8/15 over 7000 educators have completed the survey
 - ▶ Every AZ county is represented (1/2 from Maricopa County)
 - ▶ 9 focus groups have been held (50 teachers)
 - ▶ 13 former educator interviews
- ▶ **Goal: 10,000 educators**
- ▶ **Needs:**
 - Current Educators: Biggest need is in Greenlee, La Paz, Santa Cruz, Graham and Gila counties
 - Former educators - Need all counties except Maricopa
 - Classified Staff and ESPs - Missing any responses from Santa Cruz county; low responses from all counties outside Maricopa

Annual ASPAA Survey Data

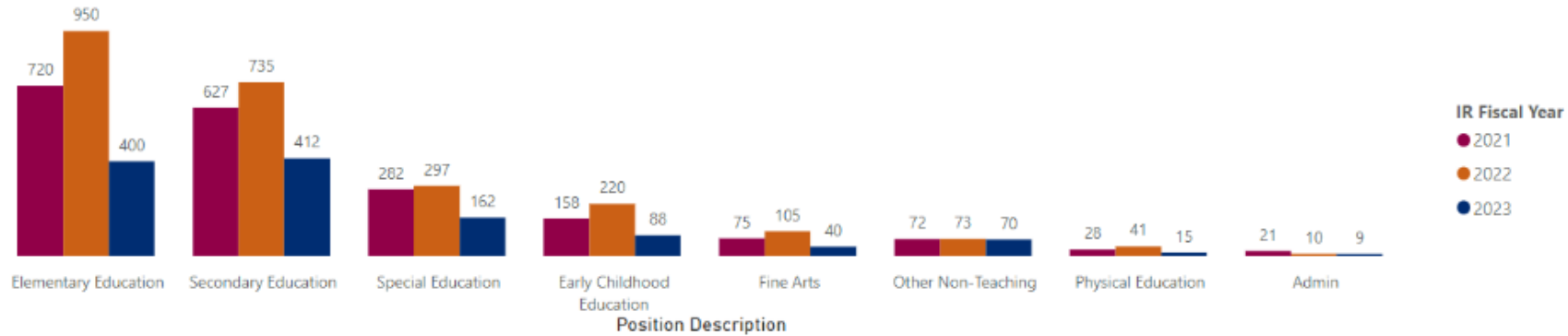
Teacher Vacancy Results in Arizona



IRs Issued by Program Type



Educators in TIA by Position Description



Program Types and Content Taught

Mesa Public Schools



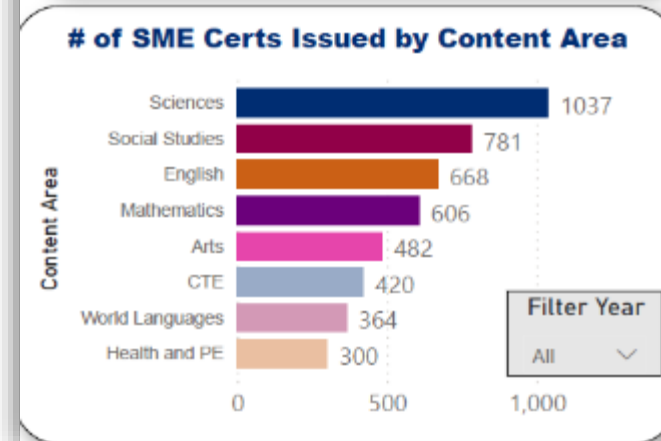
Arizona Approved Certification Programs

Certification Programs	<ol style="list-style-type: none">1. Elementary Education2. Secondary Education3. Early Childhood Special4. Moderate/Severe Special
Information	<ul style="list-style-type: none">✓ 2-year program✓ Must have a BA degree✓ Can be a teacher while in the program✓ Certificate or MA options✓ 159 in Path2Teach<ul style="list-style-type: none">• 66 in 2nd year• 93 in 1st year

Arizona Subject Matter Expert Certificate

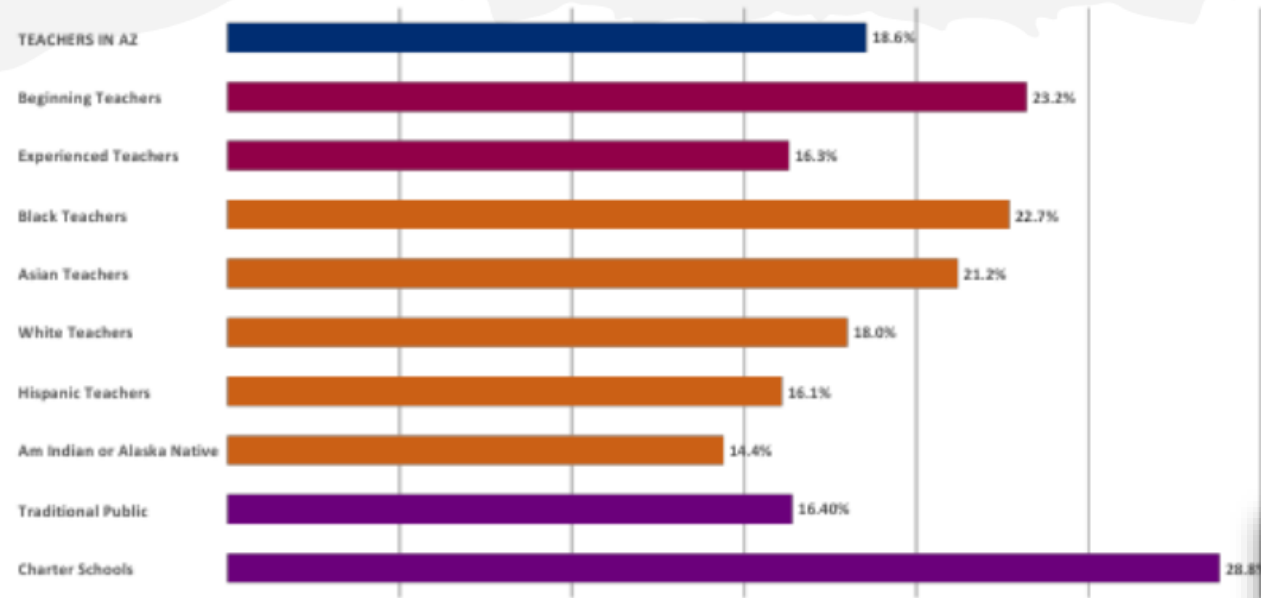
SME Certs Issued

FY_SME	Count of Certs	Count of Educators	Duplicate SME Certs
2018	767	717	51
2019	1092	1003	89
2020	722	673	49
2021	726	657	70
2022	638	584	54
2023	712	663	49
Total	4657	4223	436



Teacher Attrition is High in AZ, Especially Among Beginners

(Percent Teacher Attrition 2022->2023, by Type of Teacher and School)



AZ Teacher Workforce Fluctuation 2019-2023



Source: Arizona Department of Education – Teacher Input Application

AZ K-12 Center

- ▶ Comprehensive Induction Programs:
 - ▶ ESSER funding allowed to expand to support of 26 districts state-wide
 - ▶ MPS & MPS SpEd Department

Roundtable ask...

- Encourage survey response
- Share out Task Force information and awareness
- Provide feedback

Project Status and Updates: Read On Mesa

- **City of Mesa - Read On Mesa Early Literacy Workshop**
 - Sept. 19th
 - Provided through Wellness Department - employees will receive 50 Wellness Program incentive points
- **Mesa Chamber of Commerce Non-Profit Vitality Council**
 - Presentation at Aug. 8th meeting
- **AARP Experience Corps Program Implementation**
 - January 2024
 - 6 Title 1 MPS Elementary Schools



When Arizona Reads, Arizona Thrives

Higher Ed/Economic Development Convening

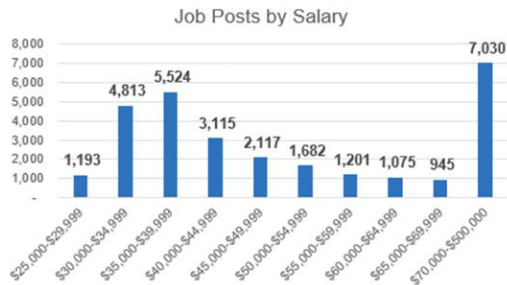
Participants: Mesa Economic Development, ASU, Maricopa County Community College District, Ben U, MPS, NAU Mesa Workforce Development Center, EVIT

JOB POSTING DATA

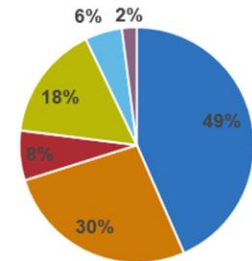
66,418
Unique Postings
421,592 Total Postings

6 : 1
Posting Intensity

31 days
Median Posting Duration
7,363 Total Employers



Job Postings by Education Level



■ No Education Listed ■ High school or GED ■ Associate degree
■ Bachelor's degree ■ Master's degree ■ Ph.D. or professional degree

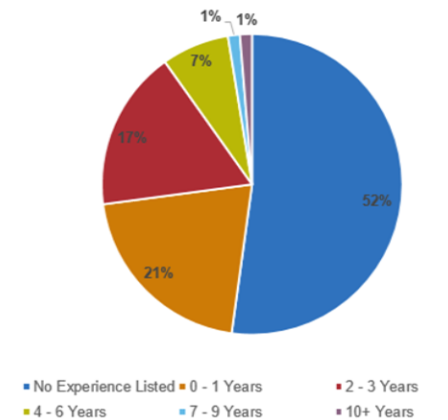
Source: Lightcast Job Posting Analytics, All Postings, City of Mesa, Last 12 months as of 8/21/2023



JOB POSTING DATA

Company	Total Postings (August 1, 2022 - August 1, 2023)	Unique Postings (August 1, 2022 - August 1, 2023)	Median Posting Duration
Banner Health	13,162	2,575	35 days
Boeing	3,632	801	29 days
Mesa Public Schools	2,420	630	29 days
Community Bridges	2,280	498	33 days
City of Mesa	1,193	454	31 days
Dexcom	1,625	430	35 days
ShiftMed	1,138	416	22 days
Atsu	666	337	35 days
Healthcare Employment Network	1,435	330	40 days
Empire Cat	1,132	302	39 days
Aston Carter	668	298	25 days
Md Helicopters	965	282	35 days
Steward Health Care System	534	280	30 days
Aerotek	512	272	22 days
American Leadership Academy	2,180	250	29 days
Commercial Metals	745	236	41 days
A New Leaf	1,217	231	35 days
Bass Pro Shops	534	223	30 days
Allied Universal	1,206	222	35 days
Fujifilm	748	221	39 days

Job Postings by Experience



Source: Lightcast Job Posting Analytics, All Postings, City of Mesa, Last 12 months as of 8/21/2023

▶ Discussion topics:

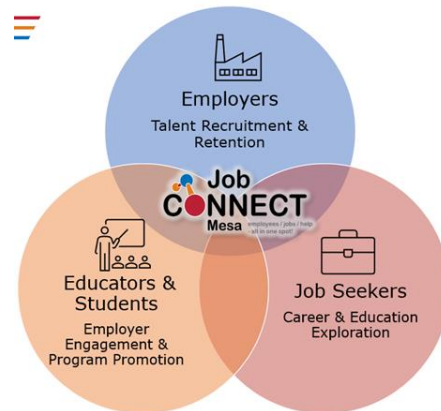
- ▶ City of Mesa Economic Development landscape and data
- ▶ Employer/industry engagement in education (K-12 and higher ed)
 - ▶ Job shadowing, internships, etc.
- ▶ Job posting language, required experience, required education
- ▶ Messaging and awareness around the benefit of ‘higher ed’ (degrees, certifications, licenses, etc.)



Project Status and Updates: Job Connect Mesa Platform



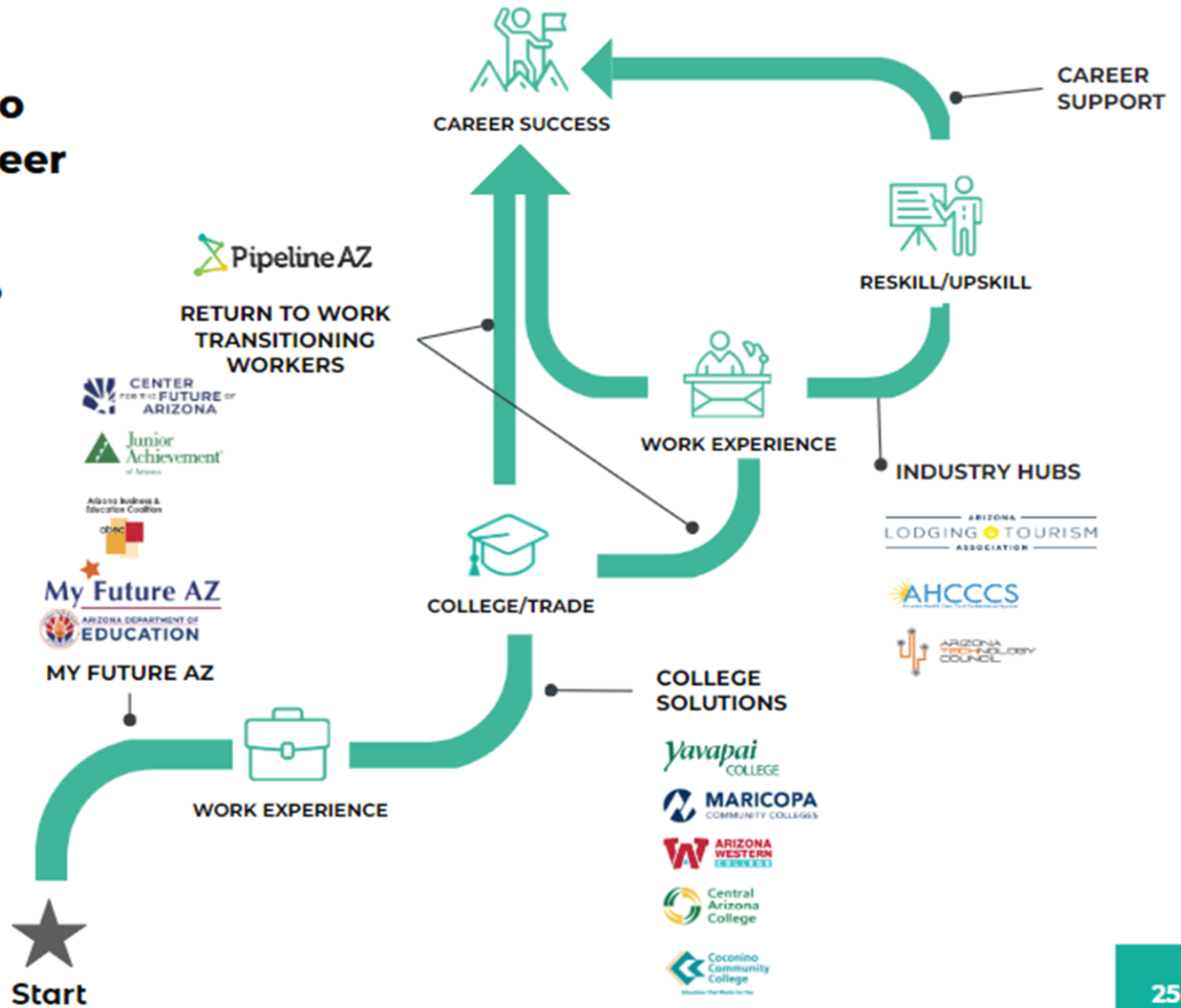
- ▶ The City of Mesa Offices of Economic Development and Education & Workforce are beginning the much-anticipated process of developing, in partnership with Pipeline AZ, a holistic workforce development system to improve connection between Mesa's employers, educators, students, non-profit partners, and job-seekers.
- ▶ **Translation: *making it easier for Mesa's students and job-seekers to find targeted, quality education, training and employment opportunities and for employers to find and hire quality employees.***



Pipeline AZ is Integrated into Critical Steps of the P20 Career Journey

The path from high school, to college, to career in Arizona it is now CONNECTED!

Our goal is to be the key link between education, employment, and career improvement opportunities across Arizona.





- ▶ **Development and Implementation Process**
 - ▶ Education and Business Stakeholder Sessions
 - ▶ Development Phases
 - ▶ **Implementation:**
 - Scope of work
 - Branding Employer Vetting Process
 - Resource library development
 - Program Support Services Strategy and Planning
 - ▶ **Launch Support:**
 - Onboarding
 - Communication Support
 - Marketing Support
 - Post-Launch Monitoring
 - ▶ **Ongoing support:**
 - Tech + programmatic support
 - Case Management & Employer Support
 - Industry Engagement
 - ▶ **Timeline - in development**

Job CONNECT Mesa employees / jobs / help - all in one spot!

[CONTACT US](#)

Need a job or employees?
How about training for your employees or career guidance for you?
Job Connect Mesa is your one-stop portal to find the help you need, fast.

- FOR EMPLOYERS**
FIND EMPLOYEES
- FOR EMPLOYERS**
TRAINING RESOURCES
- FOR JOB SEEKERS**
JOBS / GUIDANCE
- BASIC NEEDS**
GET HELP

Dual Enrollment in Arizona High Schools

Mesa Education & Workforce Development Roundtable

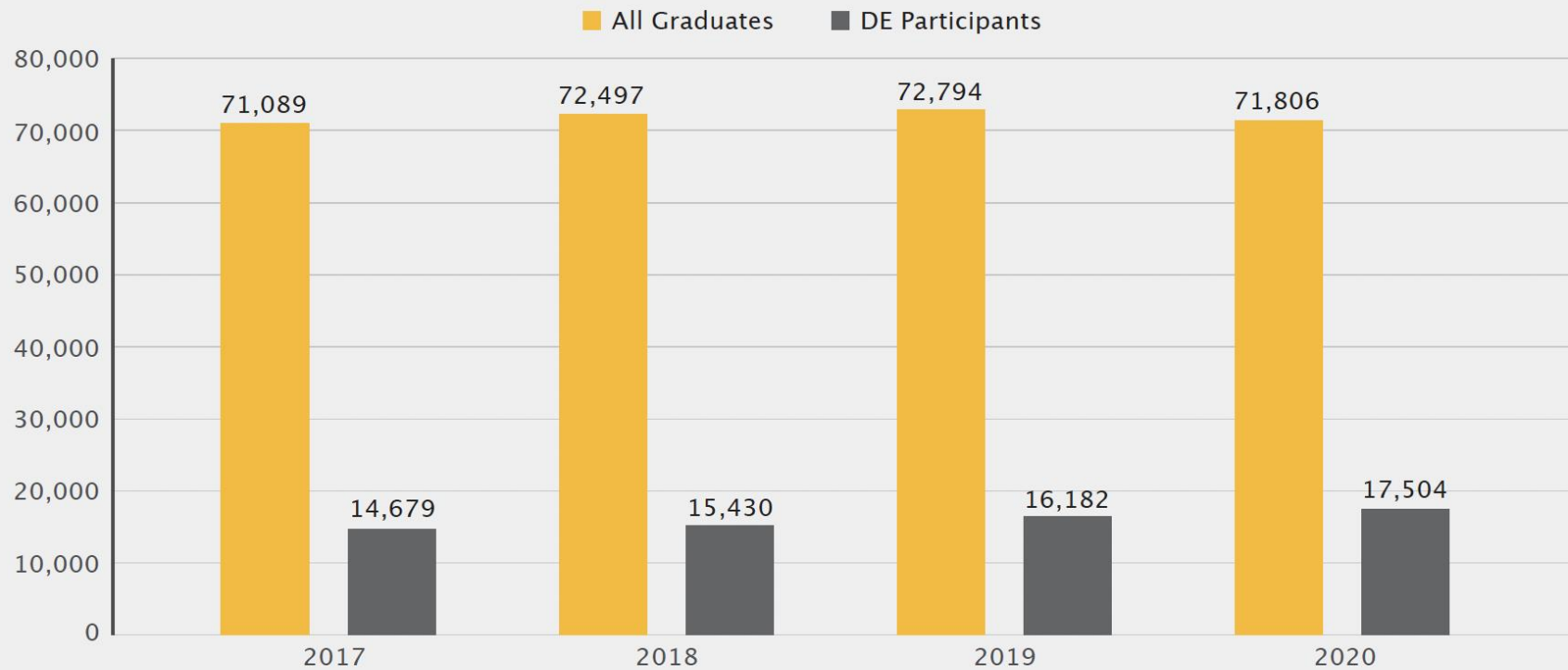
- **Selianna Chang, Office of Governor Katie Hobbs**
Policy Advisor, K-12 Education
- **Janice Palmer, Helios Education Foundation**
Senior Vice President, Government Affairs and Public Policy

September 6, 2023

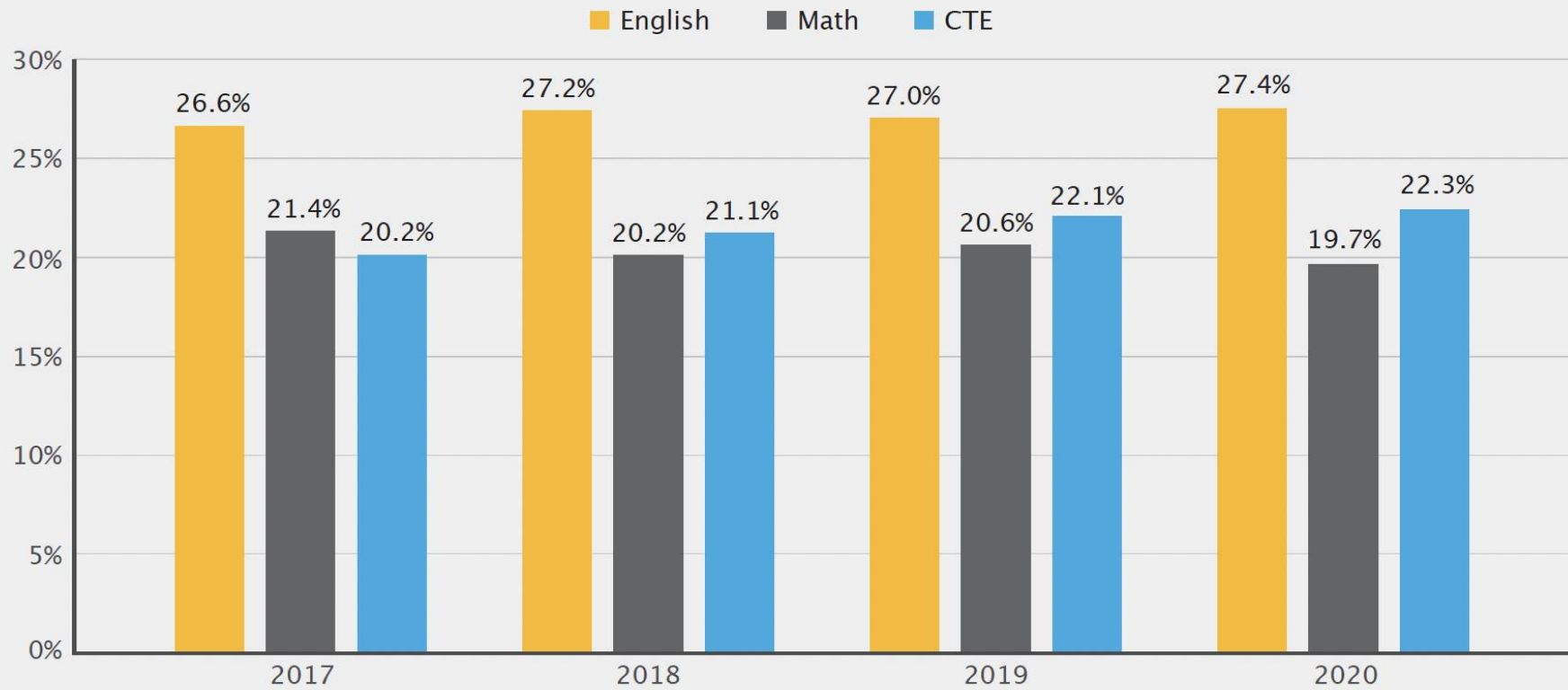
Why Dual Enrollment Matters



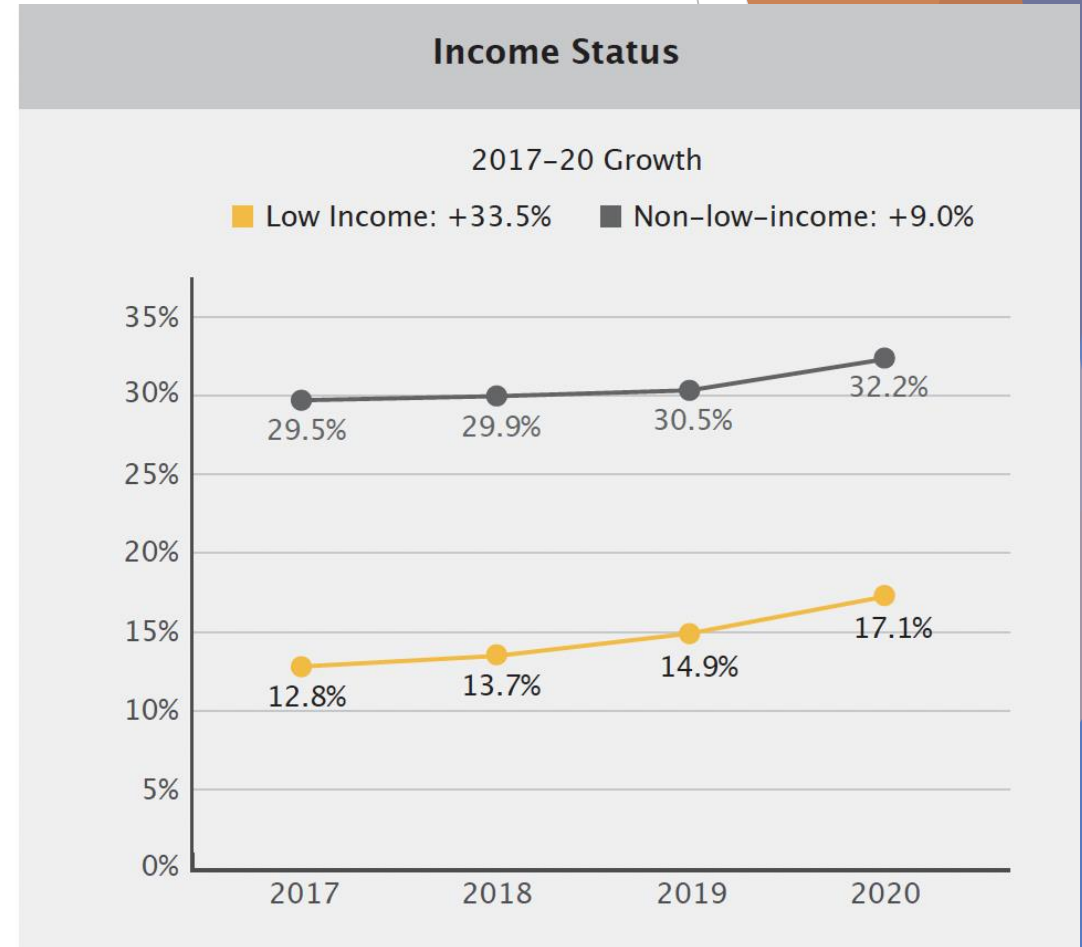
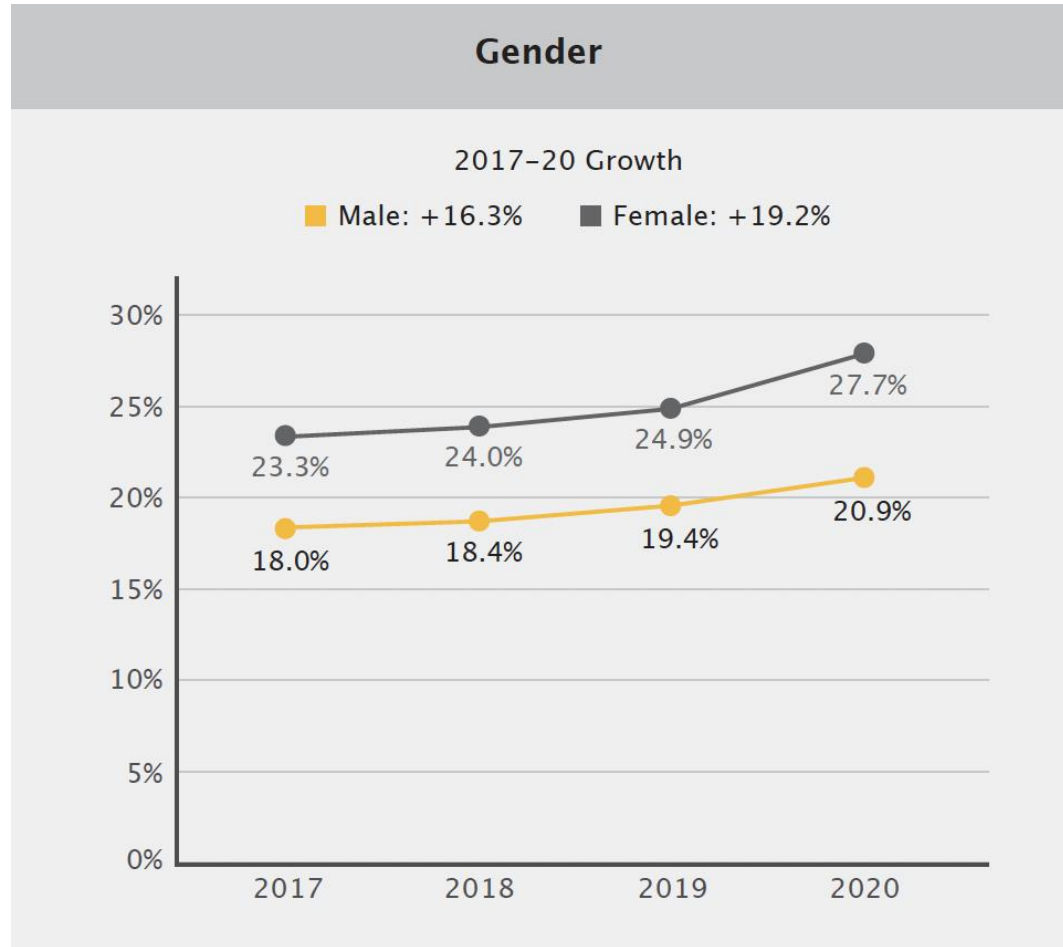
Dual Enrollment Participation Among All AZ Public High School Graduates, 2017-20



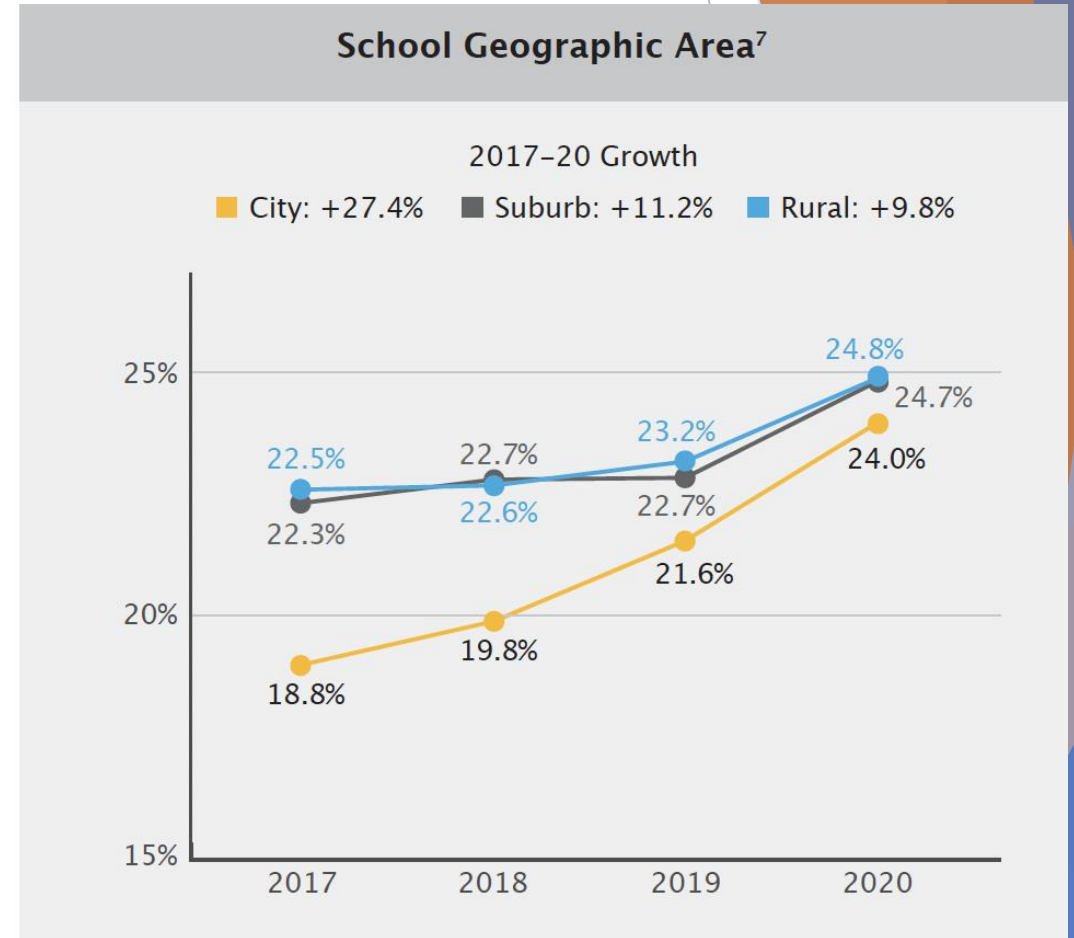
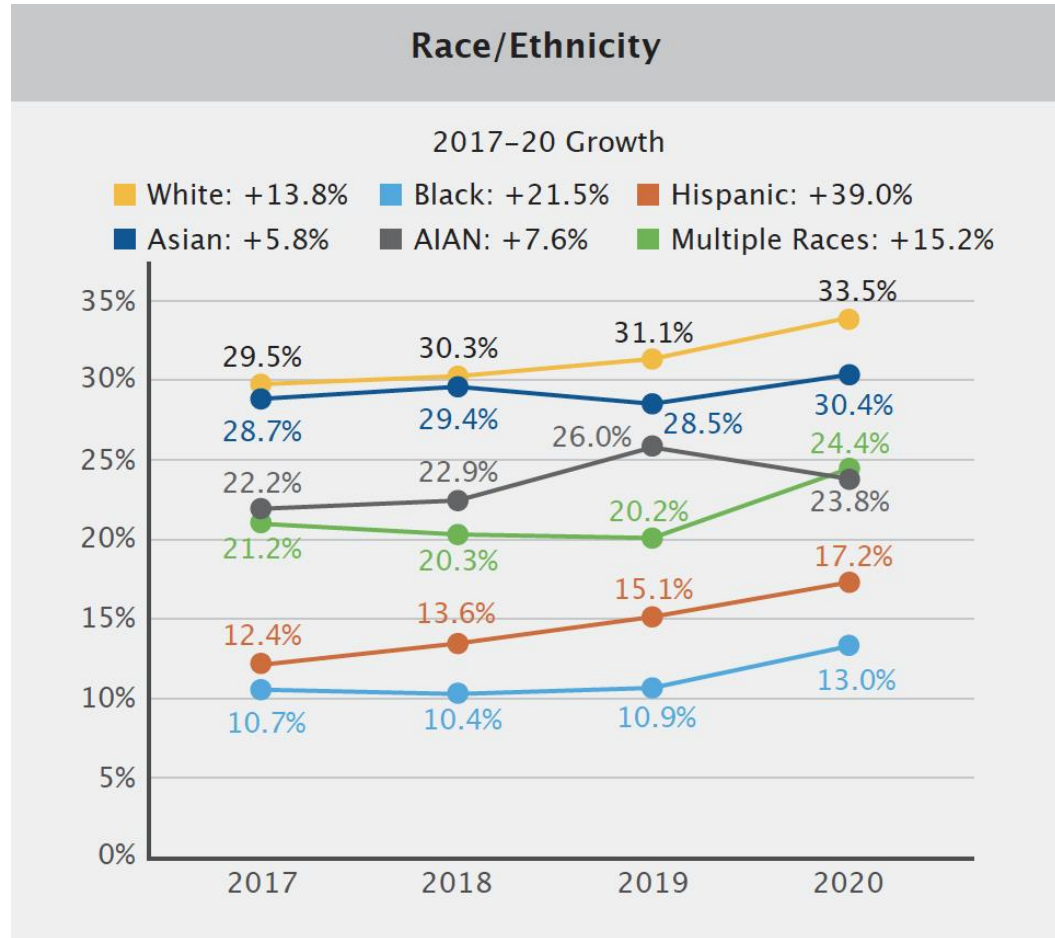
Percentage of Dual Enrollment Participants Enrolled in an English, Math, or Career and Technical Education Course, 2017–2020



Participation by Student Demographics, 2017-20 (Percent Growth)



Participation by Student Demographics, 2017-20 (Percent Growth)



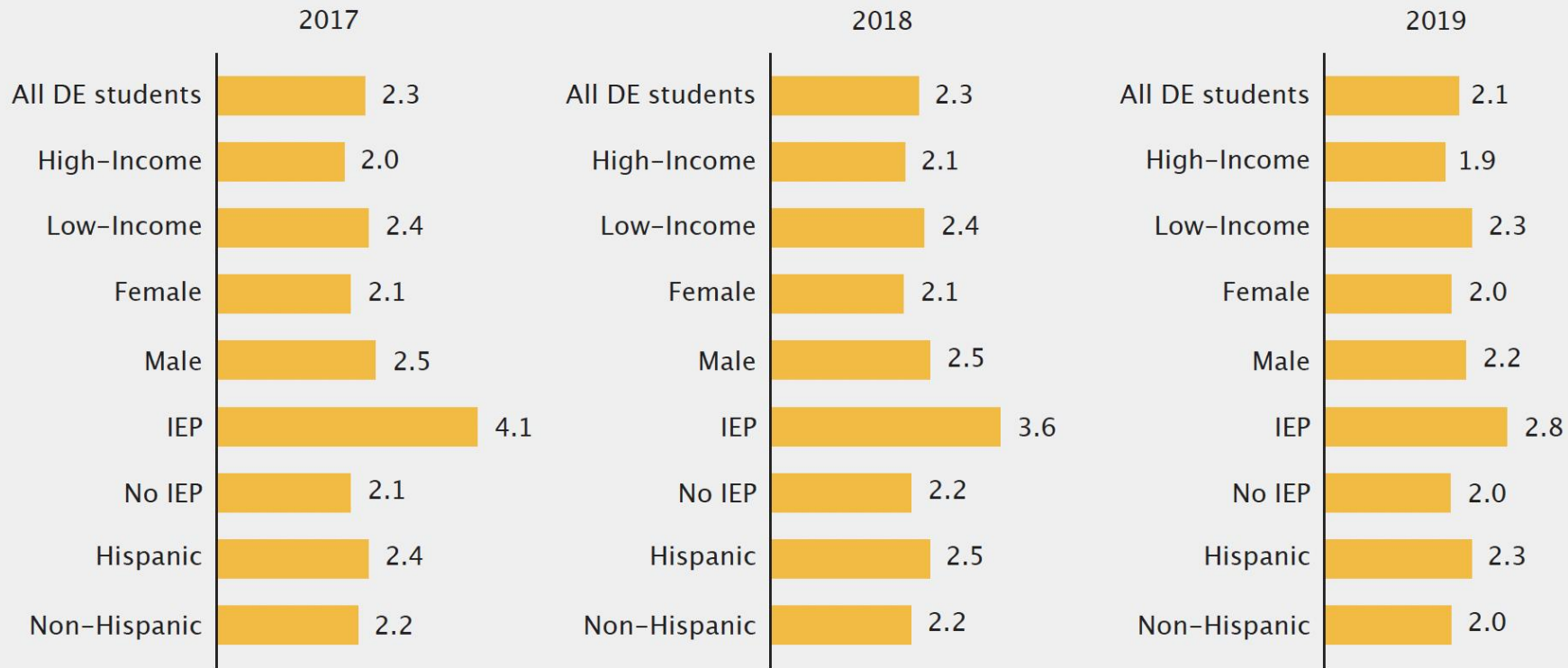
Dual Enrollment and Postsecondary Success



In What Ways Does Dual Enrollment Success Influence College-Going for High School Graduates?

- Dual enrollment students were more likely to go to college than their non-dual enrollment peers.
- This increased likelihood was greatest for students who are male, Hispanic/Latino, low-income, and special education students who have an IEP.

Dual Enrollment Students' Likelihood of Attending College (Compared to Non-Dual Enrollment)

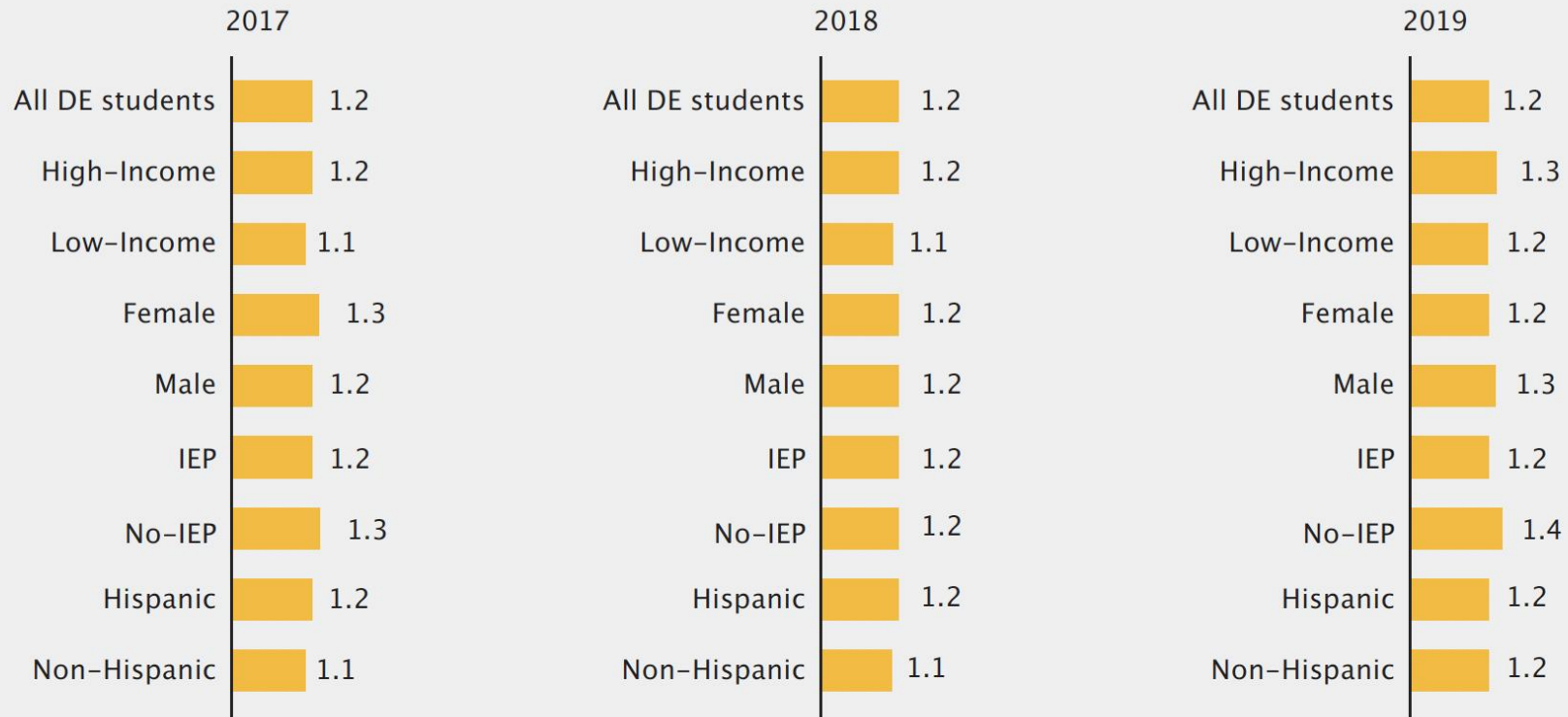




In What Ways Does Dual Enrollment Success Influence College Persistence for High School Graduates?

- The analysis found that the greatest effects were for male, Hispanic/Latino, non-low-income, and non-IEP dual enrollment students.
- Overall, the effects on persistence were not as strong as those for college enrollment.

Dual Enrollment Students' Likelihood of Persisting in College (Compared to Non-Dual Enrollment)





SB 1729

- ▶ Budget includes \$15.5 million in support of dual enrollment; policy implementation language included in SB 1729. Effective Date Oct. 29th.
- ▶ \$15 million is dedicated to help defray the cost to students.
 - ▶ Priority given to low-income students.
 - ▶ Students in Grades 9 and 10 – \$300/per year (6 credit hours).
 - ▶ Students in Grades 11 and 12 – \$600/per year (12 credit hours).
 - ▶ Must have a GPA of 2.5 or higher; earn a passing grade of A, B, or C.
 - ▶ Must fulfill a lower division general education credit or is a CTE course that results in a certificate, credential, or license.

- ▶ State Board of Education plans to adopt the ADE recommendation at the September Board Meeting
- ▶ \$500,000 is dedicated to honor teachers who skill up by earning their dual enrollment certification.
 - ▶ One-time \$1,000 incentive bonus.
 - ▶ Must be a new teacher earning dual enrollment certification and provide instruction in at least one course.

Questions?



AZ Mayors Education Roundtable

- ▶ The Arizona Mayors Education Roundtable is a unique nonpartisan collaborative action group, established in 2012 and committed to achieving the statewide post-secondary attainment goal of 60 percent by 2030.
- ▶ Roundtable efforts focus on three key areas:
 1. **Elevating the Mayoral Role in Education**
 2. **Championing Local Initiatives**
 3. **Producing Research and Reports**

FAFSA Research, Discussion and Resolution

- ▶ There appears to be universal support for promoting FAFSA completion and assisting students with the form, but concerns about making it a graduation requirement.
 - ▶ FAFSA completion is listed as one of several metrics that schools may include in the College and Career Ready Indicator, worth 20% of a grade 9-12 school's A-F letter grade in the state accountability system.
 - ▶ Stronger action is needed if Arizona is to significantly increase postsecondary enrollment and attainment.
- ▶ **12 states have now adopted universal FAFSA policy:** Connecticut, Indiana, Nebraska, Oklahoma, *California*, Texas, *Colorado*, Illinois, Alabama, Missouri, New Hampshire, Louisiana, Kansas, *Maryland*

► Opportunities:

- Arizona ranks **49th in the nation for overall FAFSA completion**, however, the state also ranks **15th for most improved**. Adding a mandate might dramatically improve the state's national ranking.
- Promise Programs require applicants to submit a complete FAFSA.
- ADE is planning to provide **district-level PD** for site and district staff on the "Power of FAFSA." A fall pilot program with Agua Fria, Tolleson, and Tempe districts to provide tangible resources to help improve FAFSA completion rates.
- The Arizona FAFSA Coalition offers statewide professional learning opportunities, technical assistance for districts, and virtual/phone FAFSA assistance for students and families. Uptake of these resources along with state funding could increase buy-in and reduce burden on the field.

► Obstacles:

- **Buy-in and onboarding** of counselors statewide. Ensuring that counselors understand the importance of FAFSA is essential to successful implementation.
- **Time to collaborate** with school and district leaders. Design of **opt-out process**.
- **Submission versus completion**. The state's College and Career Ready Indicator only requires students to submit a FAFSA.
- Another **unfunded mandate**. Arizona has the highest student to counselor ratio in the nation. While a mandate may raise awareness and increase the pressure on schools to help students with the FAFSA, it will stress already overextended counselors.



Resolution Regarding the Free Application for Federal Student Aid (FAFSA) 8 August 2023

The Arizona Mayors Education Roundtable is a unique, nonpartisan, collaborative action group committed to achieving the statewide postsecondary attainment goal of 60 percent by 2030. According to the National College Attainment Network,ⁱ one of the best predictors of postsecondary enrollment is completion of the *Free Application for Federal Student Aid* (FAFSA). High school seniors completing the FAFSA are 84% more likely to enroll immediately in postsecondary education, and low-income FAFSA completers are 127% more likely to enroll immediately. Submitting the FAFSA — often the first step in the financial aid process — provides students with opportunities to access federal and often state and/or institutional resources to pay for college and career training programs. Arizona ranks 49th in the nation for the percentage of high school seniors completing the FAFSA. As of July 21, 40.7% of twelfth grade students have completed a FAFSA.ⁱⁱ

More than two dozen states have adopted or introduced universal FAFSA completion policies that expand access to financial aid and help make college more affordable for students. These policies tend to provide support and options for students; include waivers, opt-out, and no-harm provisions; and obligate local education agencies to oversee implementation.ⁱⁱⁱ Twelve states — Louisiana (effective for the class of 2018); Illinois (2021); Alabama and Texas (2022); California and Maryland (2023); Connecticut and New Hampshire (2024); Indiana, Nebraska, and Oklahoma (2025); and Kansas (2028) — have adopted FAFSA completion, or a suitable alternative, as a requirement for high school graduation.

The year after the state mandated financial aid planning for high school graduation, Louisiana's FAFSA completion rate increased 26%.^{iv} High school graduation and postsecondary enrollment rates have also increased, and the state ranks first in the nation for FAFSA completions.^v

Given the evidence and growing trend to require FAFSA completion for high school seniors, the Arizona Mayors Education Roundtable resolves to:

- a. Raise awareness about the significance of FAFSA completion and discuss FAFSA data with councils and local education leaders;
- b. Promote the Arizona Promise Program, local promise initiatives, and statewide FAFSA completion resources (e.g., Ask Benji Chatbot, FAFSA Campaign, FAFSA Challenge, FAFSA Dashboard, and FAFSA Hotline);
- c. Establish FAFSA completion as an expectation for twelfth grade students, and support FAFSA completion events and workshops in their communities; and
- d. Explore approaches for incentivizing FAFSA completion and the potential of making FAFSA completion a high school graduation requirement in accordance with recommendations from the National College Attainment Network.

ⁱ Retrieved from <https://www.ncan.org/page/NationalFAFSACompletionRatesforHighSchoolSeniorsandGraduates#:~:text=Completion%20of%20the%20Free%20Application,immediately%20enroll%20in%20postsecondary%20education>

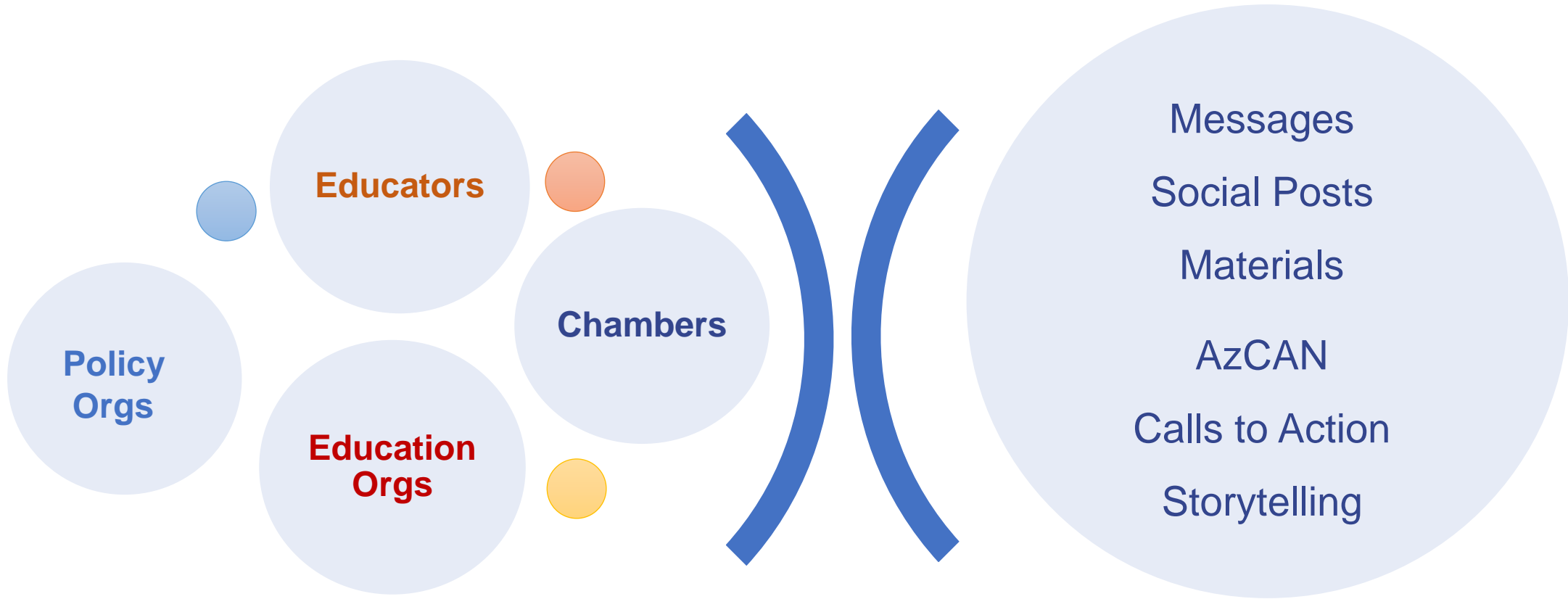
ⁱⁱ Retrieved from <https://formyourfuture.org/fafsa-tracker/> and https://national.fafsatracker.com/currentRates?selectedSchoolSelectModel=3&sortBy=applications_complete_count&

ⁱⁱⁱ Retrieved from <https://www.ncan.org/page/UniversalFAFSA>

^{iv} Porter, Jack. (February 7, 2019). "Texas, Indiana Considering Mandatory FAFSA Filing for High School Students." Retrieved from <https://www.ncan.org/news/456054/Texas-Indiana-Considering-Mandatory-FAFSA-Filing-for-High-School-Students.htm>

^v AlQaisi, Raymond. (February 24, 2020). "A Number of States Are Now Considering 'Mandatory FAFSA' Policies." Retrieved from <https://www.ncan.org/news/490569/Several-States-Are-Considering-Mandatory-FAFSA-Policies.htm>

EVERY THING TO GAIN



Where We Stand Today

Quality Early Learning



Percent of 3- and 4-year-old children that are in quality early learning settings.

3rd Grade Reading



Percent of 3rd grade students who scored proficient or highly proficient on the AASA English language arts assessment.

8th Grade Math



Percent of 8th grade students who are prepared to be successful in high school math.

High School Graduation



Percent of high school students who graduate in four years.

Opportunity Youth



Percent of 16-24 year olds NOT going to school or working.

Post High School Enrollment



Percent of high school graduates enrolled in postsecondary education the semester after graduating high school.

Attainment



Percent of Arizona residents 25-64 years of age who have completed a 2- or 4-year degree or who have an active professional certificate or license.

How do we make gains across Arizona?

Early Childhood

- Offer state-supported full-day Kindergarten and inclusive pre-K
- Recruit and retain a highly-qualified early childhood workforce
- Strengthen free and reduced lunch and after school programs
- Increase educator pay and retain great teachers

High School

- Increase and sustain professional development and coaching for educators
- Create a math equivalent to Read On Arizona
- Start the Education Career Action Plan (ECAP) in 8th grade
- Increase equitable access to dual and concurrent enrollment
- Expand access to school counselors

After High School

- Make college more affordable and expansion scholarship programs
- Strengthen linkages between the PK-12 and postsecondary education systems
- Implement a long-term P20 funding system

Investing in College Access and Attainment



Areas where the state and municipalities can consider investing include:

- 1 Enhancing college readiness and strengthening the linkages between the K-12 and postsecondary education systems.
- 2 Reducing non-academic barriers to college-going and college completion.
- 3 Making college more affordable for all students.
- 4 Programs and initiatives, including public-private partnerships, that incentivize more students to pursue college degrees in high-value sectors.

Roundtable Engagement/Action Steps

- Development of City of Mesa FAFSA proclamation, supported by Mesa Education and Workforce Development Roundtable
- Strengthening infrastructure/communication: **Mesa Job Connect Platform**

Proclamation DRAFT verbiage:

WHEREAS, Obtaining a postsecondary degree is linked to increased employment opportunities, higher income, better health, increased community involvement and contributes to a prospering local economy,

WHEREAS, The Mesa Education and Workforce Development Roundtable serves as a centralizing body reporting to City Council to streamline and coordinate efforts to advance Mesa's education and workforce development goals, including achieving higher educational attainment, including increased attainment of professional certifications and licenses and post-secondary degrees.

WHEREAS, One of the best predictors of postsecondary enrollment and persistence is the completion of the Free Application for Federal Student Aid (FAFSA). The first step in providing students with opportunities to access federal and possibly state and/or institutional resources to pay for college and career training programs;

WHEREAS, Arizona currently ranks 49th in FAFSA completion. Nationally, the high school class of 2022 left an estimated \$3.58 billion on the table in the form of unclaimed Pell Grant funds.

WHEREAS, More than a dozen states have either adopted or are considering universal FAFSA policies that expand access to financial aid and help make college more affordable for students. These policies aim to provide support and options for students; include waivers, opt-out and no-harm provisions; and obligate local education agencies to oversee implementation;

WHEREAS, Students who complete the FAFSA are more likely to attend and afford college.

WHEREAS, The City of Mesa is committed to supporting FAFSA awareness and completion in partnership with our local school districts to improve economic mobility and better health outcomes by promoting the Mesa College Promise Program, Arizona Promise Program, and statewide FAFSA completion resources, including, Ask Benji Chatbot, FAFSA Campaign, FAFSA Challenge, FAFSA Dashboard, and FAFSA Hotline.

Roundtable Share-outs:

- Meta Community Action Grant
- NAU's Mesa Workforce Development Center
- Workforce Center @ Mesa Events
 - Resume Workshops - Every Tuesday
 - 2nd Chance Friendly Hiring Event, Sept. 26th at the Mesa Convention Center