



College of Education

Professional Preparation Board

November 4, 2025



***How can we identify,
recruit, train, and retain
educators?***



THE UNIVERSITY
OF ARIZONA

Grow Your Own Programs

- Recruit & support prospective teachers from local community
- High School: CTE/Dual Enrollment
- School-Based (District EPP)
- Alternative Certification
- Residency/Apprenticeship
- College/District Partnership Program

Grow Your Own Programs

- **Benefits** for **school districts**
 - More teachers (reduce barriers including location)
 - Match community background/experience
 - Improved student achievement
 - Improved teacher retention
 - Community economic benefits

Grow Your Own Programs

- **Benefits** for **prospective teachers**
 - Access to dream job
 - Increase income (along with other benefits including retirement)
 - College degree (and graduate school possibilities)

Grow Your Own Programs

- **Challenges** for **prospective teachers**
 - Financial barriers ^^^^
 - Income & Tuition
 - Admission
 - Testing skills, writing skills
 - Time
 - Location

Grow Your Own Programs

- **Challenges** for **school districts**
 - Shifting talented employees to other positions
 - Offering teacher training “coursework”
 - Growing teachers who leave (loss of investment)

“Grow Our Own” Elementary Teacher Education



Pathways to Teaching



Pathways to Teaching

- District employees/residents
- Bachelor's degree from UA
 - Elementary Education (K-8) with English as a Second Language endorsement
- 17-month program (including summer)
- All courses live online/off campus at a school site



Supports for Pathways ICATS

- **Tuition & fees** (this may change depending upon ATA funding)
- **\$1,000/month stipend (\$17,000)**
- **Same courses as main campus program**



Pathways ICATS

- 2+2 program
- Associates degree in Elementary Education or
 - AGEC-A with 60 transferable units
- Connection with local school districts



The Program

- Start: January
 - January-May
 - Monday-Friday 8-4, 4 + 4 courses
 - Emergency Sub Cert
 - June-July
 - Monday-Friday 8-4, 4 courses
 - August ----- May
 - Monday-Friday 8-4 Teacher of Record
 - Two evenings until 8, 2 + 1 courses (student teaching)
 - Emergency Sub Cert
 - Graduate: May (second year)
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Time in K-8 Classrooms

- First Spring (Emergency Sub Cert)
 - 1-3 days/week (classes 2-4 days/week)
 - 1 afternoon/week – “sub” for mentor teachers
- Fall (Emergency Sub Cert)
 - In pairs, teacher of record in classroom
 - Courses evening
- Second Spring (Emergency Sub Cert)
 - Solo, teacher of record in classroom
 - Courses evening



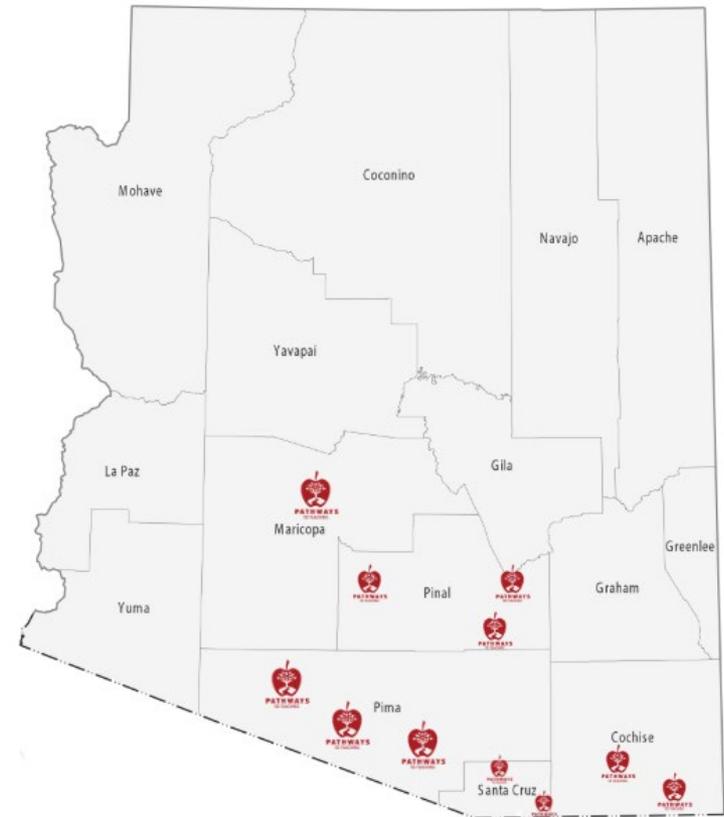
Funding/Costs

- First Spring & Summer
 - COE pays \$1000/month stipend
 - ATA pays tuition (as long as we have funds)
 - No benefits
- Fall
 - COE pays \$1000/month stipend
 - ATA pays tuition (as long as we have funds)
 - Long-term sub rate per classroom/day
- Second Spring
 - COE pays \$1000/month stipend
 - ATA pays tuition (as long as we have funds)
 - Long-term sub rate per classroom/day



Partner Districts

- Sunnyside Unified School District
- Nogales Unified School District
- Santa Cruz Valley Unified School District
- Douglas Unified School District
- Altar Valley School District
- Casa Grande Elementary School District
- Litchfield Elementary School District
- Mammoth-San Manuel School District
- Oracle School District
- Sierra Vista Unified School District
- Tucson Unified School District



- Growing with ITEP (Indigenous Teacher Education Program)
- Eager to add your district!

Students / Graduates

- 143 graduates since 2020
- 131 in K-8 classrooms (91.6% retention rate!)
- 78% Latinx, 18% White, 70% First Generation, 70% Pell



QUESTIONS:

- What might the Pathways to Teaching program do to better meet your teacher needs?
- How do you see this information impacting your current work situation?
- What challenges might you encounter?



Thank you!

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