

**FY 2025**

**ARIZONA TEACHERS ACADEMY**





## **ABOUT THIS REPORT**

Per Arizona Revised Statutes § 15-1655, the Arizona Board of Regents prepares an annual report of the Arizona Teachers Academy. Included in this report is information on student enrollment and completion in the Academy. Each institution provided its own narrative.

This report has been revised to ensure alignment with statutory requirements.

### **ABOUT THE ARIZONA BOARD OF REGENTS**

The Arizona Board of Regents is committed to ensuring access for qualified residents of Arizona to undergraduate and graduate institutions; promoting the discovery, application, and dissemination of new knowledge; extending the benefits of university activities to Arizona's citizens outside the university; and maximizing the benefits derived from the state's investment in education.

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## ARIZONA TEACHERS ACADEMY

The Arizona Teachers Academy (Academy) was established in FY 2018 and offers a year-for-year tuition and fees scholarship for students who commit to teach in Arizona public schools. Students can earn a teaching degree tuition free at rural and urban settings across Arizona, as the program is offered at Arizona State University, Northern Arizona University, the University of Arizona, Central Arizona College, Maricopa Community Colleges, and Pima Community College. Academy graduates have a one-year grace period to begin teaching after completion, and graduates are tracked to determine whether they have met the teaching obligation in their student agreement.

In addition to scholarships, students enrolled in the Academy have access to support services during and after completion of their program of study. These services are provided by the university and community college in partnership with school districts and include new teacher induction like instructional coaching and mentoring.

Changes made to State statute in past years have expanded programs offered to both students and existing teachers. Teachers interested in teaching dual enrollment courses can receive funding from the Academy to pursue the additional credit hours required by the Higher Learning Commission. Students that complete a degree or certificate program are also provided funding for the Arizona Department of Education certification application and certification exams.

Academy funding for various programs are allocated and approved per Arizona Board of Regents Policy 2-325 annually.

Find more information at [arizonateachersacademy.com](http://arizonateachersacademy.com).

## FISCAL YEAR 2025

The eighth year brought 2,890 students to the Academy who benefitted from \$19.7 million in scholarships with an average scholarship of \$6,800. The Academy funded 895 teachers for Induction Services. In FY 2025, the Academy received a General Fund appropriation of \$16 million. Combined with \$10.5 million, the Academy had an available balance of \$26.5 million for all aspects of the program.

Scholarship allocations were calculated as a proportional share after FY 2024 continuing-student funding was awarded. Induction allocations were based on the number of graduates from the prior fiscal year. Testing and certification funds were allocated as a proportional share after an increase was provided to the Arizona Department of Education.

		<b>FY 2025 Actual</b>
<b>Scholarship</b>	ASU	\$7,425,000
	NAU	\$8,164,500
	U of A	\$3,606,500
	Maricopa CC	\$245,000
	Pima CC	\$196,300
	Central AZ C	\$13,700
		<u>\$19,651,000</u>
<b>Induction</b>	ASU	\$790,000
	NAU	\$356,000
	U of A	\$254,000
	Maricopa CC	\$0
	Pima CC	\$390,000
	Central AZ C	\$0
		<u>\$1,790,000</u>
<b>National Board Certification</b>		\$250,000
<b>Testing and Certifications</b>	ASU	\$42,200
	NAU	\$74,300
	U of A	\$27,300
	Maricopa CC	\$4,600
	Pima CC	\$2,800
	Central AZ C	\$2,600
	ADE	\$71,700
	<u>\$225,500</u>	
<b>Administration</b>		\$323,700
<b>Total Expenditures</b>		<b>\$22,240,200</b>



## ENROLLMENT AND COMPLETION

### Total Number Enrolled by Year, by Institution

		2020-21	2021-22	2022-23	2023-24	2024-25
<b>Arizona State University</b>	Freshman	3	40	109	12	
	Sophomore	68	126	123	125	32
	Junior	399	456	359	280	175
	Senior	475	524	476	391	348
	Graduate	226	324	303	291	267
	Non-Degree	19	45	30	33	15
	<b>TOTAL</b>		<b>1,190</b>	<b>1,515</b>	<b>1,400</b>	<b>1,132</b>
<b>Northern Arizona University</b>	Freshman	139	112	194	233	219
	Sophomore	141	143	148	160	182
	Junior	251	213	236	232	269
	Senior	283	346	316	317	317
	Graduate	138	198	245	284	308
	Non-Degree		2	8	4	4
	<b>TOTAL</b>		<b>952</b>	<b>1,014</b>	<b>1,147</b>	<b>1,230</b>
<b>University of Arizona</b>	Freshman	3	8	0	8	6
	Sophomore	11	16	18	34	7
	Junior	66	63	60	80	36
	Senior	95	106	113	112	162
	Graduate	181	168	144	149	183
	Non-Degree	4	7	9	23	7
	<b>TOTAL</b>		<b>360</b>	<b>368</b>	<b>344</b>	<b>406</b>
<b>Central Arizona College</b>	Non-Degree				14	15
<b>Maricopa Community Colleges</b>	Non-Degree	228	242	157	152	130
<b>Pima Community College</b>	Non-Degree	156	171	207	328	208
<b>National Board Certification (NBCT)</b>		165	184	135	231	174
<b>Total Enrolled</b> (Not including NBCT)		<b>2,886</b>	<b>3,310</b>	<b>3,255</b>	<b>3,262</b>	<b>2,890</b>

## Returning Academy Students

Percentage of Academy students who received funding and who plan to return the next academic year<sup>1</sup>.

	2020-21	2021-22	2022-23	2023-24	2024-25
<b>ASU</b>	100%	100%	100%	100%	100%
<b>NAU</b>	90%	90%	91%	88%	97%
<b>U of A</b>	100%	99%	95%	100%	100%
<b>Central AZ C</b>				85%	92%
<b>Maricopa CC</b>	100%	81%	96%	99%	97%
<b>Pima CC</b>	92%	92%	99%	90%	85%

## Academy Graduates

Number of Academy students who received funding and graduated or completed a program of study as reported by the institution.

	2020-21	2021-22	2022-23	2023-24	2024-25
<b>ASU</b>	380	491	402	395	358
<b>NAU</b>	305	361	340	409	352 <sup>2</sup>
<b>U of A</b>	142	132	124	127	177 <sup>2</sup>
<b>Central AZ C</b>				1	2
<b>Maricopa CC</b>	105	115	82	71	43
<b>Pima CC</b>	24	46	52	195	77
<b>TOTAL</b>	<b>956</b>	<b>1,145</b>	<b>1,000</b>	<b>1,198</b>	<b>1,009</b>

## Academy Teachers

Number of Academy graduates who are currently teaching, in the grace period<sup>3</sup>, or who have satisfied the teaching-service obligation under the Academy agreement.

<b>Grace Period</b>	<b>Currently Teaching</b> (Working as part of Service Agreement)	<b>Completed Academy</b> (Fulfilled Teaching-Service Obligation)
272	181	2,802

## Repayment

Number of students who defaulted, are in repayment due to withdrawal, in repayment due to not meeting the teaching-service obligation, deferred, and students who repaid the full balance.

<b>Defaulted</b>	<b>Repayment Withdrawn</b>	<b>Repayment Not Teaching</b>	<b>Deferred</b>	<b>Completed Repayment</b>
1,150	103	756	10	220

<sup>1</sup>This includes students out of the allowable ATA semesters at the end of the reporting year.

<sup>2</sup>This is tentative and subject to change once summer 2025 graduates are finalized.

<sup>3</sup>Recipients have a grace period of 12 months after graduation or completing a program of study to sign a teaching contract in an Arizona qualified school.

# ACADEMY PROGRAMS

## ARIZONA STATE UNIVERSITY

The Academy at ASU offers bachelor’s degree, master’s degree, and non-degree certification programs. Students in these programs can major in early childhood, elementary, physical, secondary, special education, or arts education within the Mary Lou Fulton College for Teaching and Learning Innovation, or any other degree at ASU if the student chooses to seek alternative teacher certification.

The Academy engages Mary Lou Fulton College for Teaching and Learning Innovation graduates as educator professionals to meet the challenges of teaching in Arizona PreK-12 schools. They strive to offer an authentic learning experience for our participants by providing personalized coaching, collaborative communities and educational resources to support successful teaching in Arizona classrooms. Induction supports focused on topics of interest and critical topics in education to increase the ability of new teachers to respond appropriately to student needs.

FY 2024-2025				
Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Applied Biological Sciences BS	1	1	0	
Applied Science BAS	4	3	1	100%
Art BFA	16	4	12	100%
Biology MS	2	1	1	100%
Biomedical Engineering BSE	1	1	0	
Business BA	1		1	100%
Classical Liberal Education & Leadership MA	14	1	13	100%
Communication BS	2		2	100%
Curriculum & Instruction MA	3	1	2	100%
Dance BFA	1		1	100%
Early Childhood Education BAE	41	17	24	100%
Early Childhood Education MED	5	3	2	100%
Early Childhood Special Education MED	7		7	100%
Education MA	1		1	100%
Educational Leadership MED	1		1	100%
Educational Studies BAE	2		2	100%
Elementary Education BAE	285	121	164	100%
Elementary Education MED	61	40	21	100%
Elementary Multilingual Education BAE	5	1	4	100%
English BA	5	2	3	100%
English Education MA	3	2	1	100%
English MA	3	2	1	100%

FY 2024-2025

Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Family & Human Development MS	1		1	100%
Film BA	2		2	100%
History BA	6	3	3	100%
History MA	1	1	0	
Justice Studies BS	1		1	100%
Music Learning & Teaching BMUS	4	2	2	100%
Music Learning & Teaching MM	1	1	0	
Natural Sciences MNS	10		10	100%
Non-Degree Graduate NDGR	3		3	100%
Nursing BSN	1		1	100%
Philosophy BA	2		2	100%
Physical Education BAE	9	6	3	100%
Political Psychology MA	1		1	100%
Political Science BA	2		2	100%
Psychology BA	2	2	0	
Psychology BS	1	1	0	
Psychology MS	1		1	100%
Secondary Education BAE	101	47	54	100%
Secondary Education MED	49	28	21	100%
Social & Behavioral Sciences BA	1		1	100%
Social Work BSW	1	1	0	
Sociology BS	2		2	100%
Special Education BAE	56	18	38	100%
Special Education MA	2	1	1	100%
Special Education MED	101	46	55	100%
Teacher Certification CERT	12	1	11	100%
<b>Grand Total</b>	<b>837</b>	<b>358</b>	<b>479</b>	<b>100%</b>



## NORTHERN ARIZONA UNIVERSITY

The Academy at NAU offers bachelor’s degrees, post-baccalaureates, and master’s degrees leading to certification at multiple sites: Flagstaff, statewide locations, and NAU online. These programs include traditional bachelor’s degrees beginning with first-year students, transfer programs in partnership with community colleges, and Grow Your Own programs developed with local communities to meet critical shortages in special and elementary education. NAU’s Arizona Teachers Residency (AZTR), Preparing Indigenous Teachers for Arizona Schools (PITAS ), and the NAU West Valley Pathways to Teaching (which received an Arizona Hispanic Serving Institutions Consortium Evidence-Based Practice Award for 2024-2025) train qualified teachers for high-need districts in high-need fields.

The Academy at NAU also provides graduate degrees and coursework for individuals seeking advanced content knowledge in order to qualify for teaching dual enrollment college classes or re-careering to the teaching profession.

Induction and mentoring support, which enhances the retention of first-year teachers, is offered to graduates of the Academy at NAU by the Arizona K12 Center.

FY 2024-2025				
Degree Program	# of Students Enrolled	# of Students who Graduated <sup>1</sup>	# of Students Expected to Continue	% Expected to Continue <sup>2</sup>
Art Education BSED	51	7	45	98%
Creative Writing MFA		2		
Early Childhood Education & Early Childhood Special Education BSED	61	6	56	97%
Elementary Education - Certification MED	139	46	97	99%
Elementary Education BSED	474	148	344	97%
English - Literature MA	11	7	7	100%
English - Professional Writing MA	5	4	1	100%
English - Rhetoric, Writing, and Digital Media Studies MA	13	2	12	100%
Health Sciences - Physical Education BSED	15	4	11	85%
History MA	1	1	0	
Mathematics Education MS	21	6	14	93%
Music Secondary Education BMED	39	11	33	97%
Non-Degree Graduate	12	4	8	100%
Physical Education Path to Certification UCERT	17		17	100%
Professional Writing GCERT	1		1	100%
Public Administration MPA	5	1	4	100%
Rhetoric, Writing and Digital Media Studies GCERT	5	2	3	100%
Science Teaching MA	20	9	12	100%
Secondary Education - Biology BSED	13	4	9	100%
Secondary Education - Chemistry BSED	8		7	88%
Secondary Education - Earth Science BSED	10	2	8	89%
Secondary Education - English BSED	66	14	55	98%
Secondary Education - General Science BSED	10	3	7	88%
Secondary Education - History and Social Studies BSED	71	17	58	95%

FY 2024-2025

Degree Program	# of Students Enrolled	# of Students who Graduated <sup>1</sup>	# of Students Expected to Continue	% Expected to Continue <sup>2</sup>
Secondary Education - Mathematics BSED	26	6	20	91%
Secondary Education - Physics BSED	2		2	100%
Secondary Education - Spanish BSED	5	2	3	100%
Special and Elementary Education BSED	120	29	96	97%
Special Education - Early Childhood Special Education with Certification MED	23	6	20	100%
Special Education - Mild/Moderate Disabilities Certified MED	52	8	45	96%
Teaching Introductory Community College Mathematics GCERT	2		2	100%
Teaching Science with Certification MAT	1	1	0	
<b>Grand Total</b>	<b>1,299</b>	<b>352</b>	<b>997</b>	<b>97%</b>

<sup>1</sup>Number of students who finished

<sup>2</sup>Percent Expected to Continue is adjusted to reflect only students enrolled in FY 2025 and includes students who have run out of ATA semesters as not continuing.



## UNIVERSITY OF ARIZONA

The Academy at U of A currently supports students in nearly twenty teacher certification programs, including those specializing in mathematics, special education, indigenous teacher education, agricultural education, and the fine arts. The Academy at U of A has also extended funding to students attending statewide programs like Deaf and Hard of Hearing, the Humanizing and Culturally Affirming Teacher Program, the Pathways to Teaching and Teach Arizona.

When U of A Academy alumni begin their first year of post-graduation teaching, they are then invited to participate in the university's New Teacher Program through which they can access a range of supports— from professional learning opportunities to one-on-one coaching to networking events. These supports are designed to not only accommodate our new teachers' busy schedules, they also help establish valuable communities of practice while reinforcing evidence-based practices foundational to classroom instruction.

FY 2024-2025				
Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Cyber Operations	6	1	5	100%
Leadership and Learning Innovation	8	4	4	100%
Major in Agricultural Technology Management and Education	10	2	8	100%
Major in Art and Visual Culture Education	6	1	5	100%
Major in Early Childhood Education	14	9	5	100%
Major in Elementary Education	124	68	56	100%
Major in Human Development and Family Science	1		1	100%
Major in Mathematics	5	2	3	100%
Major in Mild Moderate Disabilities	23	12	11	100%
Major in Music	1	1	0	
Major in Music Education	18	6	12	100%
Major in Psychology	1		1	100%
Master of Agricultural Education	1	1	0	
Master of Arts in Art and Visual Culture Education	2	1	1	100%
Master of Arts in Language, Reading and Culture	1	1	0	
Master of Arts in Special Education — Deaf and Hard of Hearing	16	2	14	100%
Master of Arts in Special Education — Mild to Moderate Disabilities	25	11	14	100%
Master of Arts in Special Education — Severe and Multiple Disabilities	1	1	0	
Master of Arts in Teaching and Learning	8	1	7	100%
Master of Education in Secondary Education	60	16	44	100%
Master of Education in Teaching and Teacher Education	63	34	29	100%

Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Nondegree Seeking	7	3	4	100%
<b>Grand Total</b>	<b>401</b>	<b>177</b>	<b>224</b>	<b>100%</b>



## CENTRAL ARIZONA COLLEGE

The Academy at Central Arizona College offers a post-baccalaureate certification program in Elementary Education. Teacher candidates may choose between two emphasis areas: Alternative and Traditional. Alternative candidates work as a teacher of record in a K-8 classroom while completing coursework within a two-year timeline. Traditional candidates engage in coursework and field experiences with a highly qualified classroom mentor. A 12-week student teaching capstone experience is the final stage for successful program completion. Teacher candidates in the program are required to hold a bachelor's degree and participate in an interview and orientation process for admission into either emphasis area.

Certification programs are offered in a synchronous online format with collaborative class sessions and practical teaching experiences. Content area experts provide coaching, interactive resources, and support in critical thinking exercises. Through these experiences, candidates learn to respond to diverse student needs as they develop the dispositions of a skilled educator.

FY 2024-2025				
Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Post Baccalaureate Elementary Education Alternative	15	2	12	92%
<b>Grand Total</b>	<b>15</b>	<b>2</b>	<b>12</b>	<b>92%</b>



## MARICOPA COMMUNITY COLLEGES

The Academy at Maricopa Community Colleges offer post-baccalaureate certification programs at its Rio Salado and Scottsdale colleges. Rio Salado College offers certification programs in Elementary, Secondary and Special Education. Scottsdale Community College offers an Elementary certification program. All certification programs are offered in a hybrid setting with real world teaching experiences throughout Maricopa County and Arizona. Teacher candidates have the choice of two options: Alternative and Traditional Pathways. The Alternative Pathway is for teacher candidates who are working as the teacher of record in a PreK-12 classroom but need to complete Arizona state teaching certification and students complete in one to two years. The Traditional Pathway is for teacher candidates who complete a 12-week student teaching capstone. This model provides individuals an excellent opportunity for content experts and professionals to recareer into teaching with a strong base of knowledge in such areas as science, technology, engineering, and mathematics, among others to the benefit of PreK-12 classrooms across Arizona.

The programs are designed for working adults and provide extensive mentoring support in the PreK-12 classroom environment in addition to credit-bearing certification coursework.

Maricopa's post-baccalaureate certification programs are approved by the Arizona State Board of Education.

FY 2024-2025				
Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Elementary Education	48	23	25	100%
Teacher Preparation- Teacher in Residence Post Bacc-Elementary Education	12	3	9	100%
Teacher Preparation- Teacher in Residence Post Bacc-Secondary Education	11	2	9	100%
Teacher Preparation- Teacher in Residence Post Bacc-Special Education	33	7	26	100%
Teacher Preparation- Traditional Post Bacc-Early Childhood	3	3	0	
Teacher Preparation- Traditional Post Bacc-Elementary Education	8	3	5	100%
Teacher Preparation- Traditional Post Bacc-Secondary Education	10	2	5	63%
Teacher Preparation- Traditional Post Bacc-Special Education	5		5	100%
<b>Grand Total</b>	<b>130</b>	<b>43</b>	<b>84</b>	<b>97%</b>

## PIMA COMMUNITY COLLEGE

The Academy at the Pima Community College offers post-baccalaureate certification programs in Elementary, Secondary or Special Education. All three certificates offer online didactic instruction with real world teaching experiences throughout Pima County and Arizona. Students have the choice of two options, Alternative Pathway and Traditional Student Teaching. The Alternative Pathway is for those teachers who are working in a school district but need to complete Arizona State Certification with most students completing in about two years while they are working. The Traditional Pathway is for people interested in teaching but not currently working with a school district. The program supports the student in student teaching placement and because teaching is a high demand occupation, many who graduate obtain employment at one of their student teaching experiences.

The program is designed for people who are working and provides extensive mentoring support in addition to the didactic and student teaching experiences. Students must hold a bachelor's degree or higher, be admitted into one of the post-baccalaureate teacher preparation certificates and complete a competitive application.

FY 2024-2025				
Degree Program	# of Students Enrolled	# of Students who Graduated	# of Students Expected to Continue	% Expected to Continue
Elementary Certification-Post Degree Certificate	44	12	29	91%
Literacy Endorsement	38	19	14	74%
Secondary Certification - Post Degree Certificate	54	23	25	81%
Special Education Mild-Moderate Disabilities Certification - Post-Degree Certificate	51	12	33	85%
Special Education Mild-Moderate Disabilities Endorsement for Certified Teachers - Post-Degree Certificate	21	11	10	100%
<b>Grand Total</b>	<b>208</b>	<b>77</b>	<b>111</b>	<b>85%</b>

## NATIONAL BOARD CERTIFICATION-ARIZONA K12 CENTER

Administered by the National Board for Professional Teaching Standards (NBPTS), National Board Certification is a rigorous and reflective process that requires teachers to showcase the National Board Standards and student learning in their practice.

The process of certification is comprised of four components including a content area test and three portfolio entries designed to highlight differentiation in instruction, teaching practice and learning environment, and the effectiveness and reflectiveness of the practitioner. It is the highest credential a teacher can earn: the “gold standard” of accomplished teaching. Arizona currently has 1,834 National Board Certified Teachers, ranking 18th nationally.

The Arizona K12 Center has been providing support to teachers seeking this advanced credential for over 19 years. With the additional funding through the Arizona Teachers Academy, the Center has been able to expand its support through a myriad of candidate support activities as well as paying fees in full.

National Board Certification can take anywhere from one to three years, with an additional two years for teachers who are unsuccessful on their initial attempt to retake portions of the exam/program. The Arizona K12 Center remains committed to all candidates for National Board Certification as they move throughout the process as they want to see an accomplished teacher in every Arizona classroom.

FY 2024-2025	
Number of Teachers Who Received Funding <sup>1</sup>	<b>174</b>
Number of Teachers Who Completed <sup>2</sup>	<b>295</b>
Number of Teachers in Progress <sup>2</sup>	<b>465</b>

<sup>1</sup>Annual

<sup>2</sup>Cumulative

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