

Military/Veteran Resource Network Application - Employers

Submission Date	2016-06-15 14:59:21
Organization Name	Arizona State Schools for the Deaf and the Blind
Address	Street Address: 1200 W Speedway Blvd City: Tucson State / Province: Arizona Postal / Zip Code: 85745 Country: United States
Phone	(520) 7703245
Website	www.asdb.az.gov
What sector is your organization part of?	Government (federal, tribal, state, local)
Brief background of organization (mission, year established, etc.):	<p>ASDB History</p> <p>Arizona's first state legislature in 1912 enacted a provision forming the Arizona State Schools for the Deaf and the Blind. Henry C. White was the first principal, appointed by Governor George W. P. Hunt, and classes began in October, 1912. Nineteen children who were deaf or hard of hearing were the first students, and classes were held in a converted residence on the campus of the University of Arizona in Tucson. Over the years, the school continued to grow, eventually becoming a public corporation governed by a board of directors. Through modernization of the physical plant, growth of the curriculum, and expansion of learning opportunities, ASDB continues to lead the nation in serving students who are deaf, hard of hearing, blind, visually impaired or deafblind in the state of Arizona. The Arizona State Schools for the Deaf and the Blind (ASDB) was established in 1912 as a department at the University of Arizona in Tucson. The first home of the school was a converted residence on the University campus. The first building on East 2nd Street and Park Avenue near the University was the former residence of a professor.</p> <p>A growing population soon made the facility inadequate and the search for new facilities began. In 1918 the City of Tucson donated fifty acres on West Speedway, and in 1919 eighteen additional acres were purchased. Contracts were awarded in 1921 for the construction of four buildings: two dormitories, a kitchen and dining room, and a powerhouse. No classrooms were included, so a wooden building had to be moved from the University and converted into classrooms. Classes began on the West Speedway campus in October 1922.</p> <p>The campus now has over twenty-five buildings, athletic recreational facilities with beautiful landscaping and well-maintained open areas. Students may attend classes from age 3 through 21. The school colors are royal blue and white and the mascot is the Sentinel. For 100 years, ASDB has provided a well-rounded quality education through a variety of classes, sports, extracurricular activities, events and other programs for the students. We are proud of the precious and rich heritage of ASDB!</p>
Description of industry	Birth-12th Grade Education of Deaf and Blind Children throughout the state of Arizona
Please list any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	State of Arizona Agency
Number of employees	Large business - 500+ employees

In what area of the state do you operate?

Statewide (including multi-state/national)

2. County/Counties:

Apache
Cochise
Coconino
Gila
Graham
Greenlee
La Paz
Maricopa
Mohave
Navajo
Pima
Pinal
Santa Cruz
Yavapai
Yuma

Types of employment opportunities available:

Support Staff- Facilities, Food Service, Admin, Instructional Assistants, Dorm Staff, Mechanics, Bus Drivers, etc.
Certified- Teachers, Occupational Therapists, Speech Language Pathologists, Counselors, etc.

To be designated as an Arizona Veteran Supportive Employer, organizations must have paid employment opportunities. This designation does not apply to multi-level marketing, direct sales, franchises and/or other opportunities that require payment by the job seeker.

Our organization has paid employment opportunities.

Our organization understands and agrees to the following Guiding Principles:

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

Our organization understands and agrees to the following Ethical Considerations:

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

Key personnel (leadership, management, human resources, recruiters, etc.) have basic knowledge and/or training related to:

The military, veteran and family population and unique aspects of military/veteran culture.
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

Please describe the knowledge and/or training of key personnel in these areas?

Already attended the AVSE Training in Phoenix.
Will attend the July 20th Navigator Training in Tucson.

Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:

Will attend navigator training July 20th in Tucson.

Communications (print, web, etc.), content and messaging focused on the military and veteran population:

Uses appropriate terminology and imagery
Describes the type and nature of positions available and how to apply.
Clearly identifies if your organization has a veteran preference in hiring.

Approximate number of employees in organization:

889

Number of individuals trained as Military/Veteran Resource Navigators within organization:

2

Titles/roles of individuals trained as Navigators:

Human Resources Representative-Recruitment

If employees are referred out to an external navigator, please describe how this is communicated to personnel:

Arizona Military and Veterans Resource Network

Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::

We may begin to track the number of service members/veterans and their families employed after we are finished with the Navigator Training.

Our organization has designated one or more employees as the internal contact point(s) for military-affiliated employees.

Yes

Key staff in leadership, management, human resources, recruiting, etc. have training relevant to their specific roles around recruiting, hiring, managing and retaining military-affiliated employees. Please mark areas of training provided:

Best practices for effectively engaging their experience and talent in the workplace.
Relevant laws.
Hiring benefits and incentives.
Military, government and community employment programs and systems.

Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::

Works with the Arizona Coalition for Military Families to attend trainings and use of Military Veterans Resource Network.

We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:

Yes

Our organization partners as appropriate and needed with public and private sector organizations to coordinate hiring and retention efforts specific to service members, veterans and family members.

Yes

Training on the military, veteran and family population is incorporated into organizational training.

No

Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:

Will incorporate trainings on military, veteran and family populations in the future.