



NEWS RELEASE

December 19, 2017

Data Continues to Underscore the Severity of the Teacher Shortage in Arizona

Phoenix, Ariz. – For the third consecutive year, the Arizona School Personnel Administrators Association (ASPAA) survey results confirm the continued teacher shortage in Arizona. The purpose of sharing these results is to bring awareness to the need to elevate funding for public education. Arizona teacher pay is among the lowest in the country, and it will be extremely challenging for public schools to address teacher pay this spring in the face of an increasing minimum wage for support staff, and almost no funding for capital expenses.

Arizona is competing with 49 other states and other nations for the pool of candidates. Nevada, for example, made addressing salary a priority to recruit teachers. Even Nevada is advertising in Arizona to lure teachers as Nevada has a higher salary. This is an issue of supply and demand. Our children deserve, not only a teacher, but the best teachers in the nation. Key leaders in Arizona need to make a collective effort to ensure the recruitment and retention of effective teachers in Arizona as we are competing with 49 other states for educators. High quality public schools are desirable to companies considering a move to the “Copper State”, and a highly educated and skilled work force are cornerstones to a growing and thriving economy.

ASPAA shares this data with you as a reminder that the severity of the teacher shortage must be addressed. Please be aware that ASPAA recently completed a survey in which **172 school districts and charter schools** throughout Arizona participated. The survey was focused on teacher vacancies and teachers who have already severed employment as of December 8, 2017. Details are listed below.

Listed below are some current figures. We are available to the media for further comment or questions.

MEDIA CONTACT:

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Arizona School Personnel Administrators Association (ASPAA)
 Human Resources Professionals in Arizona Schools
 As of December 8, 2017

22.9%	Of teacher positions remain vacant <u>four months</u> into the school year. (n=1968)
+ 39.2%	Of teacher positions filled by individuals not meeting standard teacher requirements (using alternative methods)(n=3,403)
= 62.5%	<i>Of teacher positions either <u>remain vacant</u> or were filled by individuals <u>not meeting standard teacher requirements</u> (using alternative methods) (n=5,371 of 8,595)</i> <ul style="list-style-type: none"> • 1,968 teacher positions remain vacant • 3,403 teacher positions filled using alternative methods

239	Teachers abandoned their teacher position by failing to show to work or by abruptly leaving their job within the <u>first four months</u> of the school year.
+ 627	Additional teachers resigned from their teacher position within the <u>first four months</u> of the school year.
= 866	<i>Teachers who either <u>abandoned</u> or <u>resigned</u> from their teacher position within <u>first four months of the school year.</u></i>

Category	Item	Count
Survey Responses	Arizona school districts and charter schools participating in the survey.	172
Total Teacher Openings	Teacher openings needed to be filled for the 2017-2018 school year (in FTE).	8,595.75
Current Teacher Vacancies	Vacancies filled by long-term substitutes.	716.00
	Vacancies filled by contracted agency (e.g. special education positions).	376.75
	Vacancies filled by administration or certified specialists (e.g. instructional coaches).	27.50
	Vacancies collapsed in which an existing teacher(s) now has a class size that exceeds the school's class size limits.	210.00
	Vacancies collapsed in which the school created multi-grade classrooms.	71.00
	Vacancies filled by having teachers work on 6/5ths contract (no planning time for these teachers).	566.84
	Total Vacancies (As of December 8, 2017)	1,968.09
Individuals not meeting standard teacher requirements (alternative methods)	How many student teachers are a paid "teacher of record" because either they have the NEW Student Teacher certificate or the college/university agreed for your school district/charter to hire and pay the student teacher to take over a classroom before he or she had graduated?	78.00
	Vacancies filled by individuals who are pending certification. These individuals are intended to teach in the same classroom for the entire year, but are not yet appropriately certified.	1,282.48
	Vacancies filled by individuals who received an emergency teacher certificate or emergency substitute teacher certificate.	963.70
	Vacancies fill by individuals who received a teacher intern certificate by participating in the teacher intern program (alternative pathway certificates).	787.00
	How many NEW Subject Matter Expertise certificates did your school district/charter issue to fill vacant teacher positions? (one of a few alternative pathway certificate options)	58.00
	Vacancies fill by individuals hired from outside of the United States by means of the H1B1 or another visa.	234.00
	Total Not Meeting Standard Requirements (As of December 8)	3,403.18
Severing of Employment	Teachers who did not report to work.	83
	Teachers who abandoned their job.	156
	Teachers resigned, regardless of reason, in which the school approved their "release of contract".	627
	Total Teachers that Severed Employment (As of December 8)	866
	* 80.85% of teachers that severed employment held a standard teacher certificate.	80.85%