



Severe teacher shortage in Arizona continues

FOR IMMEDIATE RELEASE

Phoenix, Arizona (September 20, 2022) – For the seventh consecutive year, Arizona School Personnel Administrators Association (ASPAA) survey results confirm the continued teacher shortage in Arizona. The data indicates about 26.6% of teacher vacancies across the state this year remain unfilled while 41.7% of the vacancies are filled by teachers who do not meet the state's standard certification requirements.

Since 2016, approximately a quarter of teacher vacancies remained unfilled a month into each school year. Meanwhile, there has been a continued increase in teacher vacancies being filled by individuals through various alternative pathways as they did not meet the standard teacher requirements. While providing career change opportunities has plenty of advantages, Arizona continues to not address the reasons our young adults are not entering the education field.

These results reinforce the need to increase funding for public education. Arizona teacher pay remains one of the lowest in the country, even with the recent education budget increase.

Arizona children deserve the best teachers and a stable workforce. School districts and charter schools compete nationally for the limited pool of candidates. The inability to offer competitive salaries severely limits public schools from attracting the best and the brightest to Arizona.

The severity of the teacher shortage must be addressed. Arizona's leaders must make a collective effort to ensure the recruitment and retention of effective teachers through increased funding. A highly educated and skilled workforce are cornerstones of a growing and thriving economy.

The survey focused on teacher vacancies and teachers who have already severed employment as of September 2022, and **130 school districts and charter schools** throughout Arizona participated.

Current figures are listed on the following page. We are available to the media for further comments or questions.

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Arizona School Personnel Administrators Association (ASPAA)
Human Resources Professionals in Arizona Schools
As of September 2022

Summary		
	26.6%	Of teacher positions remain vacant <u>a few weeks</u> into the school year. (n=2,577.58)
+	41.7%	Of teacher positions filled by individuals not meeting standard teacher requirements (using alternative methods) (n=4,029.50)
=	68.30%	<i>Of teacher positions either remain vacant or were filled by individuals not meeting standard teacher requirements (using alternative methods) (n=6,607.08 of 9,672.44)</i>
		<ul style="list-style-type: none"> • 2,577.58 teacher positions remain vacant • 4,029.50 teacher positions filled using alternative methods

Category	Item	Count
Survey Responses	Arizona school districts and charter schools participating in the survey.	130
Teacher Openings	Teacher openings needed to be filled for the 2022-2023 school year (in FTE).	9,672.44
Current Teacher Vacancies	Vacancies filled by long-term substitutes.	813.40
	Vacancies filled by contracted agencies (e.g. special education positions).	372.08
	Vacancies filled by administration or certified specialists (e.g. instructional coaches).	56.50
	Vacancies collapsed in which an existing teacher(s) now has a class size that exceeds the school's class size limits.	139.00
	Vacancies collapsed in which the school created multi-grade classrooms.	50.00
	Vacancies filled by having teachers work on 6/5ths contract (no planning time for these teachers).	913.60
	Vacancies were filled by having classified personnel (such as paraprofessionals) participate in an opportunity culture-type model?	233.00
	Total Vacancies (As of September 2022)	2,577.58
Individuals not meeting standard teacher requirements (alternative methods)	How many student teachers are a paid "teacher of record" because either they have the 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?	187.00
	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.	1,215.50
	Vacancies filled by individuals who received an emergency teacher certificate or emergency substitute teacher certificate.	1,146.00
	Vacancies filled by individuals who received an alternative pathway certificate.	572.00
	How many Subject Matter Expertise certificates did your school district/charter issue to fill vacant teacher positions? (one of a few alternative pathway certificate options)	452.00
	Vacancies filled by individuals hired from outside of the United States by means of the J1 or another visa.	457.00
	Total Not Meeting Standard Requirements (As of September 2022)	4,029.50
Separation of Employment	Teachers who did not report to work at the start of the school year.	150
	Teachers who have abandoned their job since the start of the school year.	117
	Teachers resigned, regardless of reason, in which the school approved their "release of contract" since the start of the school year.	439
	Total Teachers that Severed Employment (As of September 2022)	706
	<i>Teachers who separated employment and held a standard teacher certificate.</i>	65.2%

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Support Staff		
Survey Responses	Arizona school districts and charter schools participating in the survey. Results are based on full-time equivalency (FTE) as of September 2022.	130
Bus Driver	Overall bus driver positions allocated for this school year.	3,939.92
	Vacant bus driver positions.	970.85
	Percent of bus driver positions remaining vacant.	26.64%
Cafeteria Staff	Overall cafeteria positions allocated for this school year.	4,340.29
	Vacant cafeteria positions.	749.40
	Percent of cafeteria positions remaining vacant.	17.27%
Special Education Paraprofessionals	Overall special education paraprofessional positions allocated for this school year.	7,330.91
	Vacant special education paraprofessional positions.	1,402.41
	Percent of special education paraprofessional positions remaining vacant.	19.13%
General Education Professionals	Overall general education paraprofessional positions allocated for this school year.	4,225.73
	Vacant general education paraprofessional positions.	932.44
	Percent of general education paraprofessional positions remaining vacant.	22.07%

Certified Professionals		
Survey Responses	Arizona school districts and charter schools participating in the survey. Results are based on full-time equivalency (FTE) as of September 2022.	130
Counselor	Overall counselor positions allocated for this school year.	1,424.70
	Vacant counselor positions.	110.50
	Percent of counselor positions remaining vacant.	7.76%
Social Worker	Overall social worker positions allocated for this school year.	481.30
	Vacant social worker positions.	63.90
	Percent of social worker positions remaining vacant.	13.28%
Psychologist	Overall psychologist positions allocated for this school year.	861.97
	Vacant psychologist positions.	96.55
	Percent of psychologist positions remaining vacant.	11.20%
Speech Pathologist	Overall speech pathologist positions allocated for this school year.	1,050.15
	Vacant speech pathologist positions.	217.20
	Percent of speech pathologist positions remaining vacant.	20.68%
Physical Therapist	Overall physical therapist positions allocated for this school year.	128.75
	Vacant physical therapist positions.	27.70
	Percent of physical therapist positions remaining vacant.	21.51%
Occupational Therapist	Overall occupational therapist positions allocated for this school year.	321.30
	Vacant occupational therapist positions.	72.50
	Percent of occupational therapist positions remaining vacant.	22.56%