

Last school year, the Arizona School Personnel Administrators Association (ASPAA) shared survey results confirming the severe teacher shortage in Arizona. The purpose of sharing these results was to bring awareness to various decision makers as to the need for a collective effort to ensure the recruitment and retention of effective teachers in Arizona. Arizona is competing with 49 other states for teachers.

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 **130 school districts and charter schools** throughout Arizona participated. The survey was focused on teacher vacancies and teachers who have already severed employment on or before the week of August 28th. Please see below for the details. Participants reported **8,190** openings to fill for the school year.

	25%	Of teacher positions remain vacant four weeks into the school year. (2041)
+	22%	Of teacher positions filled by individuals not meeting standard teacher requirements (using alternative methods)(1831)
=	47%	<i>Of teacher positions either remain vacant or were filled by individuals not meeting standard teacher requirements (using alternative methods).</i> <ul style="list-style-type: none"> ➤ 2,041 teacher positions remain vacant ➤ 1,831 teacher positions filled using alternative methods.

	145	Teachers abandoned their teacher position by failing to show to work or by abruptly leaving their job within the first four weeks of the school year.
+	320	Additional teachers resigned from their teacher position within the first four weeks of the school year.
=	465	<i>Teachers who either abandoned or resigned from their teacher position within first four weeks of the school year.</i>

Category	Item	Count
Survey Responses	Arizona school districts and charter schools participating in the survey.	130
Total Teacher Openings	Teacher openings needed to be filled for the 2016-2017 school year (in FTE).	8,190.9
Current Teacher Vacancies	Vacancies filled by long-term substitutes.	980
	Vacancies filled by contracted agency (e.g. special education positions).	221
	Vacancies filled by administration or certified specialists (e.g. instructional coaches).	34
	Vacancies collapsed in which an existing teacher(s) now has a class size that exceeds the school's class size limits.	146
	Vacancies collapsed in which the school created multi-grade classrooms.	65
	Vacancies filled by having teachers work on 6/5ths contract (no planning time for these teachers).	540.3
	Vacancies filled by hiring student teachers as the "teacher of record" as agreed by the college/university (before student teacher has graduated).	55
	Total Vacancies (As of August 28, 2016)	2,041.3
Individuals not meeting standard teacher requirements (alternative methods)	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.	733
	Vacancies filled by individuals who received an emergency teacher certificate.	367
	Vacancies fill by individuals who received a teacher intern certificate by participating in the teacher intern program (alternative pathway certificates).	576
	Vacancies fill by individuals hired from outside of the United States by means of the H1B1 or another visa.	155
	Total Not Meeting Standard Requirements (As of August 28)	1,831
Severing of Employment	Teachers who did not report to work.	82
	Teachers who abandoned their job.	63
	Teachers resigned, regardless of reason, in which the school approved their "release of contract".	320
	Total Teachers that Severed Employment (As of August 28)	465

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. Now, 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.