

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

| Summary |  |   |
|---------|--|---|
| + 31.0% |  | of teacher positions remain vacant <b>a few weeks</b> into the school year. (n=1,966.3)   |
| + 47.7% |  | of teacher positions filled by individuals not meeting standard teacher requirements (using alternative methods) (n=3,030.5)  |
| = 78.7% |  | <i>Of teacher positions either <b>remain vacant</b> or were filled by individuals <b>not meeting standard teacher requirements</b> (using alternative methods) (n=4,996.8 of 6,346.7)</i> |
|         |  | <ul style="list-style-type: none"> <li>• <b>1,966.3</b> teacher positions remain vacant</li> <li>• <b>3,030.5</b> teacher positions filled using alternative methods</li> </ul>           |

| Category   | Item   | Count   |                |
|--|--|---|----------------|
| <b>Survey Responses</b>  | Arizona school districts and charter schools participating in the survey.  | 143   |                |
| <b>Teacher Openings</b>  | Teacher openings needed to be filled for the 2021-2022 school year (in FTE).   | 6,346.7   |                |
| <b>Current Teacher Vacancies</b>   | Vacancies filled by long-term substitutes.   | 671.0   |                |
|  | Vacancies filled by contracted agencies (e.g. special education positions).  | 281.2   |                |
|  | Vacancies filled by administration or certified specialists (e.g. instructional coaches).  | 47.0  |                |
|  | Vacancies collapsed in which an existing teacher(s) now has a class size that exceeds the school's class size limits.  | 194.5   |                |
|  | Vacancies collapsed in which the school created multi-grade classrooms.  | 36.0  |                |
|  | Vacancies filled by having teachers work on 6/5ths contract (no planning time for these teachers).   | 634.6   |                |
|  | Vacancies were filled by having classified personnel (such as paraprofessionals) participate in an opportunity culture-type model?   | 102.0   |                |
|  |  | <b>Total Vacancies (As of January 2022)</b>                                       | <b>1,966.3</b> |
| <b>Individuals Not Meeting Standard Teacher Requirements (Alternative Methods)</b> | 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? | 167.0   |                |
|  | 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.   | 920.0   |                |
|  | Vacancies filled by individuals who received an emergency teacher certificate or emergency substitute teacher certificate.   | 747.5   |                |
|  | Vacancies fill by individuals who received a teacher intern certificate by participating in the teacher intern program (alternative pathway certificates).   | 517.0   |                |
|  | 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)   | 378.0   |                |
|  | Vacancies filled by individuals hired from outside of the United States by means of the H1B1 or another visa.  | 301.0   |                |
|  |  | <b>Total Not Meeting Standard Requirements (January 2022)</b>                     | <b>3,633.5</b> |
| <b>Separation of Employment</b>  | Teachers who did not report to work at the start of the school year.   | 366.0   |                |
|  | Teachers who have abandoned their job since the start of the school year.  | 323.50  |                |
|  | Teachers resigned, regardless of reason, in which the school approved their "release of contract" since the start of the school year.  | 943.5   |                |
|  |  | <b>Total Teachers that Severed Employment (January 2022)</b>                      | <b>1,633.0</b> |
|  |  | <i>Teachers who separated employment and held a standard teacher certificate.</i> | <b>71.1%</b>   |