Arizona School Personnel Administrators Association (ASPAA)

Human Resources Professionals in Arizona Schools
As of January 2022

### Summary

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>31.0%</td>
<td>of teacher positions remain vacant a few weeks into the school year. (n=1,966.3)</td>
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<tr>
<td>+ 47.7%</td>
<td>of teacher positions filled by individuals not meeting standard teacher requirements (using alternative methods) (n=3,030.5)</td>
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<tr>
<td>= 78.7%</td>
<td>Of teacher positions either remain vacant or were filled by individuals not meeting standard teacher requirements (using alternative methods) (n=4,996.8 of 6,346.7)</td>
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</tbody>
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- 1,966.3 teacher positions remain vacant
- 3,030.5 teacher positions filled using alternative methods

### Category

#### Survey Responses
- Arizona school districts and charter schools participating in the survey: 143

#### Teacher Openings
- Teacher openings needed to be filled for the 2021-2022 school year (in FTE): 6,346.7

#### Current Teacher Vacancies
- 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 filled by having classified personnel (such as paraprofessionals) participate in an opportunity culture-type model: 102.0

### Total Vacancies (As of January 2022)
- 1,966.3

#### 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: 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

### Total Not Meeting Standard Requirements (January 2022)
- 3,633.5

#### Separation of Employment
- 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

### Total Teachers that Severed Employment (January 2022)
- 1,633.0

- Teachers who separated employment and held a standard teacher certificate: 71.1%