Every year AZ CSPD: R&R sends a survey to ECE educators in Arizona. In 2020, 1,218 educators, in 330 different sites, answered questions about the early childhood field.

**2020 Recruitment and Retention Survey Results**

- **108** ECSE Standard Professional Teaching Certificate issued
- **457** educators have left their position due to low compensation
- **183** sites reported at least one open position
- **143** sites reported they are lucky to get one applicant apply for a position
- **42%** sites reported filling positions with unqualified candidates

**WHO TOOK THE SURVEY**

- **49%** ECE/24% ECSE EDUCATORS
- **6%** EI EDUCATORS
- **7%** ADMINISTRATORS
**Top Reasons Educators Stay**

- Salary: 36%
- Work/Life Balance: 31%
- Health Benefits: 24%
- Pride and Valued: 20%
- Positive Leadership: 12%
- Colleague Collaboration: 7%

**Reasons They Leave**

- Poor Leadership: 36%
- Did not feel valued: 31%
- Low Compensation: 39%
- Overworked/burnout: 49.5%

**Open Positions**

- Total Sites: 330
- Sites-open position: 183
- Sites-no open positions: 142
- Unsure of the future: 5

**Source:**

2020 Arizona Comprehensive System of Professional Development: R&R Workgroup

https://www.azed.gov/teach/early-childhood-education-ece-repository