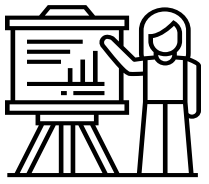




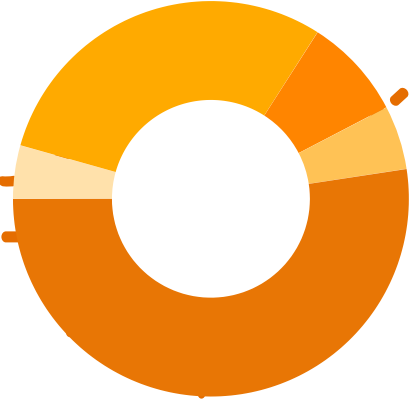
2021 Recruitment and Retention Survey Results

Every year AZ CSPD: R&R sends a survey to ECE educators in Arizona. In 2021, 1,271 educators, in 297 different sites, answered questions about the early childhood field.



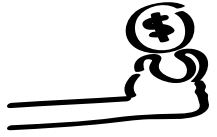
93

ECSE Standard Professional Teaching Certificates issued



139

sites reported they are lucky to get one applicant apply for a position



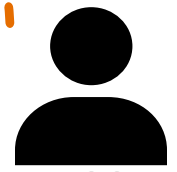
378

educators have left their position due to low compensation



40%

sites reported filling positions with unqualified candidates



162

sites reported at least one open position

WHO TOOK THE SURVEY?



65% ECE/ECSE EDUCATORS



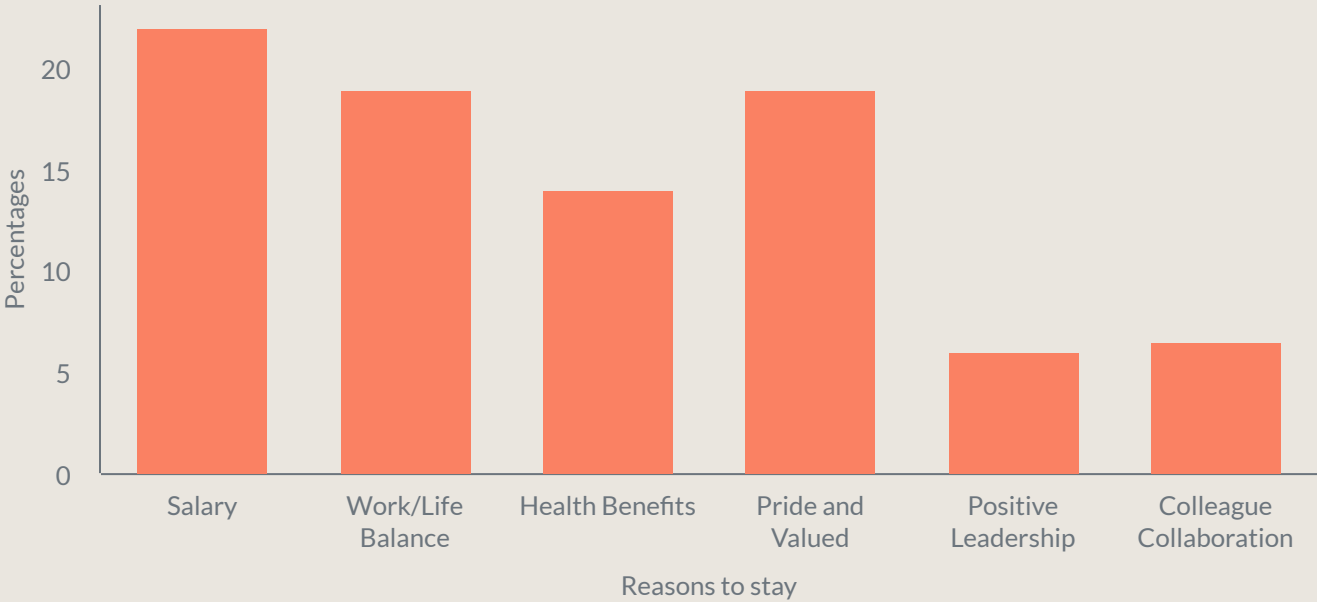
10% EI EDUCATORS



4% ADMINISTRATORS

EDUCATORS VOICE

Top Reasons Educators Stay



REASONS THEY LEAVE



Poor Leadership
29%



Did not feel valued
26%



Low Compensation
30%



Overworked/
burnout
41%

SITE REPORTS

Open positions

