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.

**ECSE Standard Professional Teaching Certificates issued**  
93

**Number of sites reporting open positions**  
162

**Number of sites that are lucky to get one applicant apply for a position**  
139

**Number of educators who have left their position due to low compensation**  
378

**Percentage of sites filling positions with unqualified candidates**  
40%

**Percentage of ECE/ECSE Educators who took the survey**  
65%

**Percentage of EI Educators who took the survey**  
10%

**Percentage of Administrators who took the survey**  
4%

**2021 Recruitment Survey Results**

**Who took the survey?**

- 65% ECE/ECSE Educators
- 10% EI Educators
- 4% Administrators
Top Reasons Educators Leave

- **Poor Leadership**: 29%
- **Did not feel valued**: 26%
- **Low Compensation**: 30%
- **Overworked/burnout**: 41%

**Top Reasons Educators Stay**

- **Salary**: 29%
- **Work/Life Balance**: 26%
- **Health Benefits**: 41%
- **Pride and Valued**: 30%
- **Positive Leadership**: 20%
- **Colleague Collaboration**: 15%

**Open Positions**

- Total Sites: 297
- Sites-open position: 160
- Sites-no open positions: 125
- Unsure of the future: 12

**Source:** 2021 Arizona Comprehensive System of Professional Development: R&R Workgroup
https://www.azed.gov/teach/early-childhood-education-ece-repository