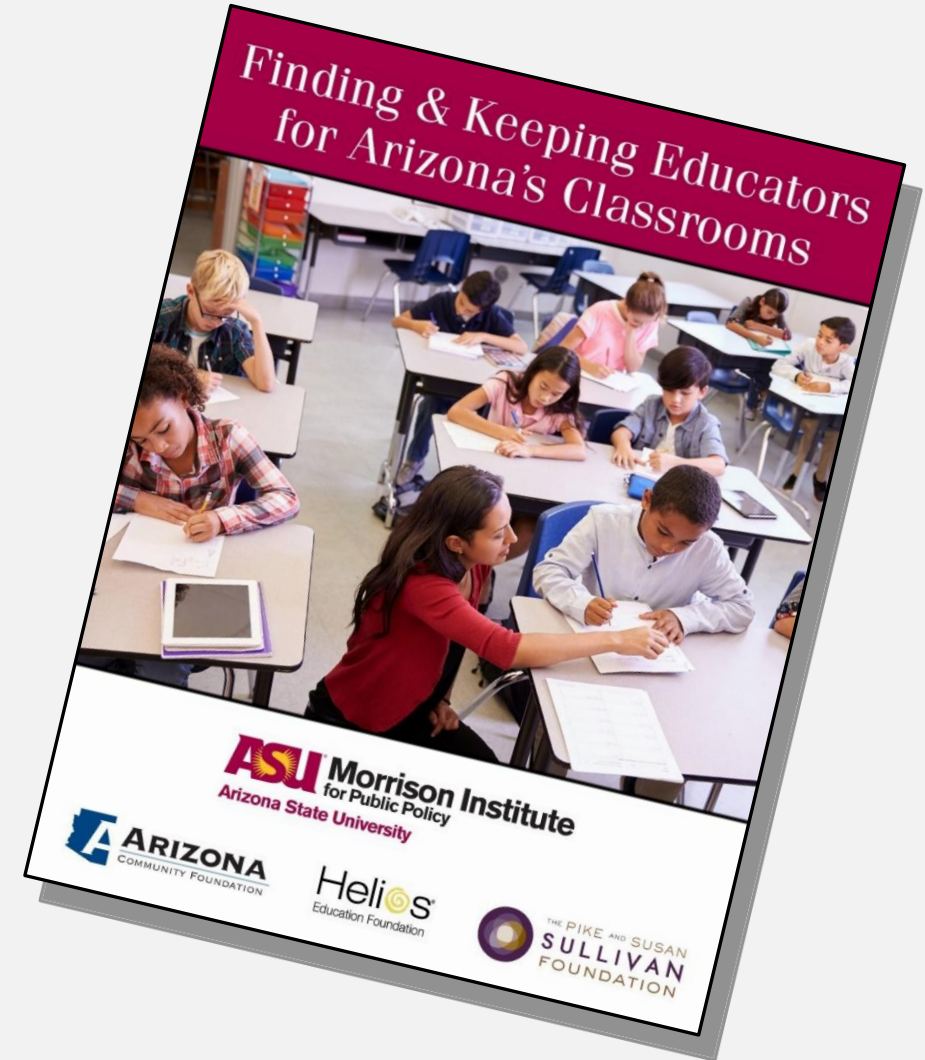


# Finding and Keeping Educators for Arizona's Classrooms

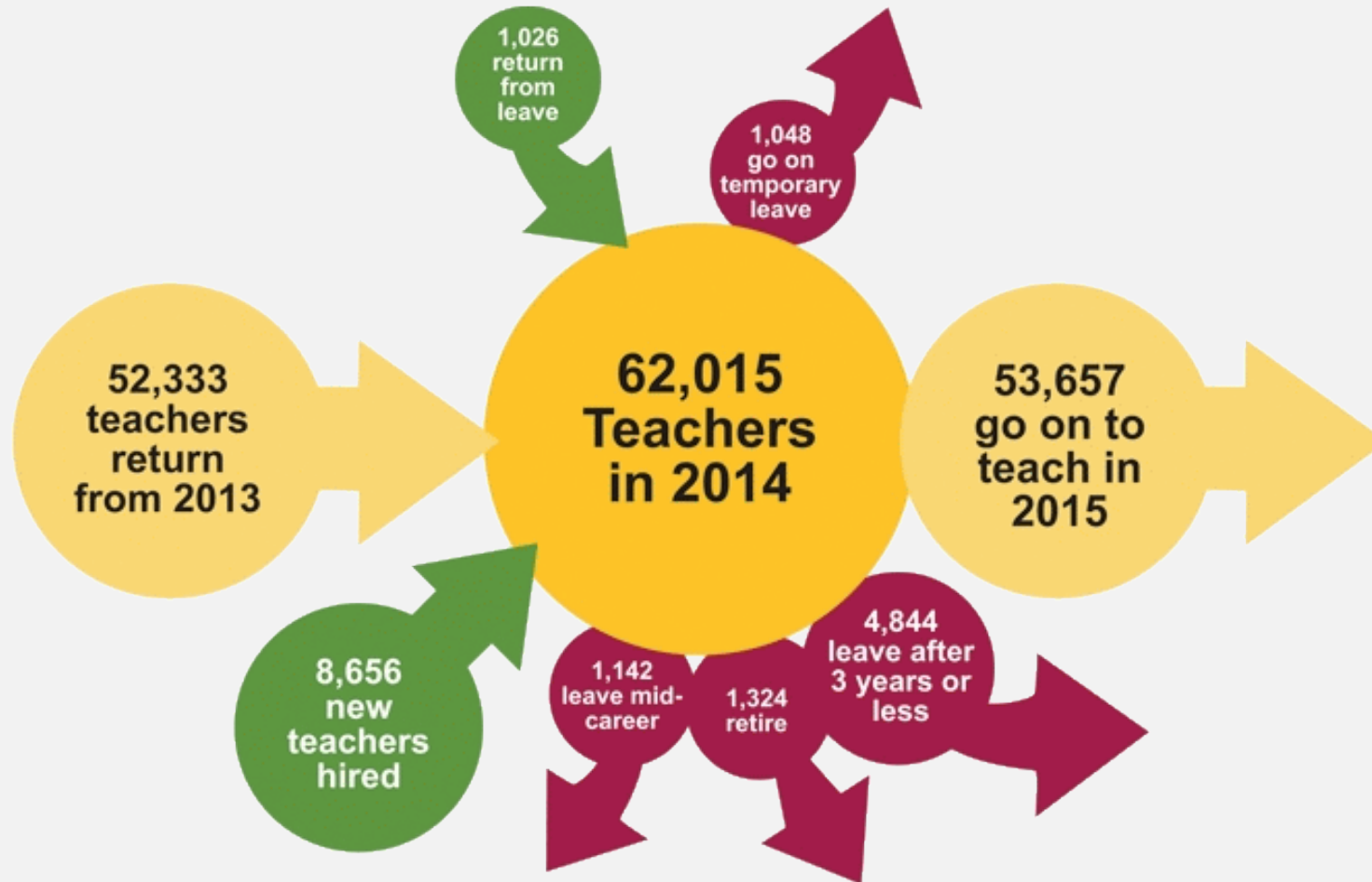
*Findings from the research*

Dan Hunting  
Senior Policy Analyst  
January 25, 2018



# Why Should We Care?

In 2014, the number of teachers leaving after spending three years or less in the classroom was nearly double the number of teachers leaving later in their careers.

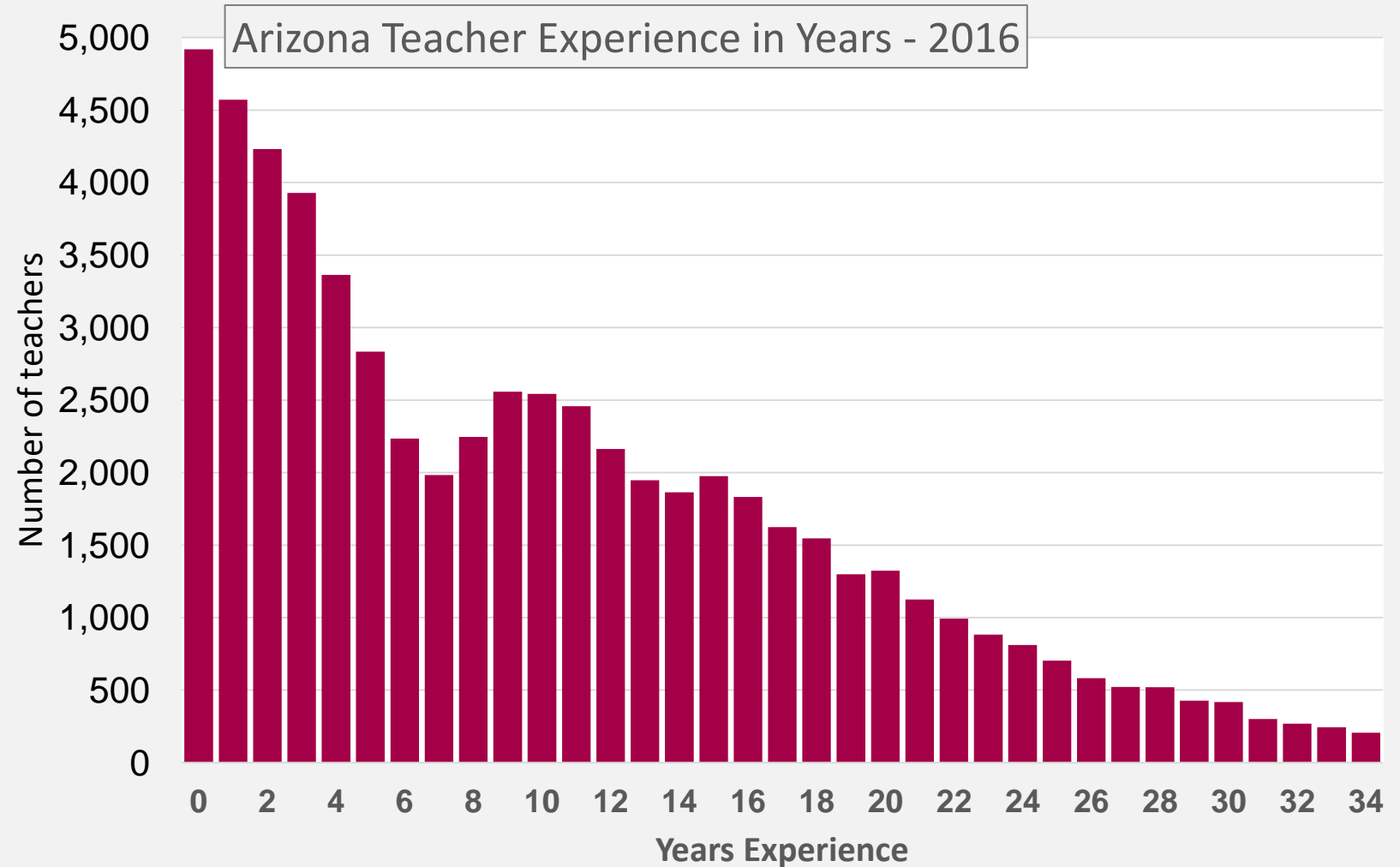


Source: Arizona Department of Education

# Why Should We Care?

*“There’s going to be a gap in instruction so those kids are losing out on receiving comparable instructions as their peers in a similar course. Administratively, it’s a big hassle because parents become up in arms, parents become concerned, ‘what happened to Mr. So and so, who’s teaching my kid?’ ”*

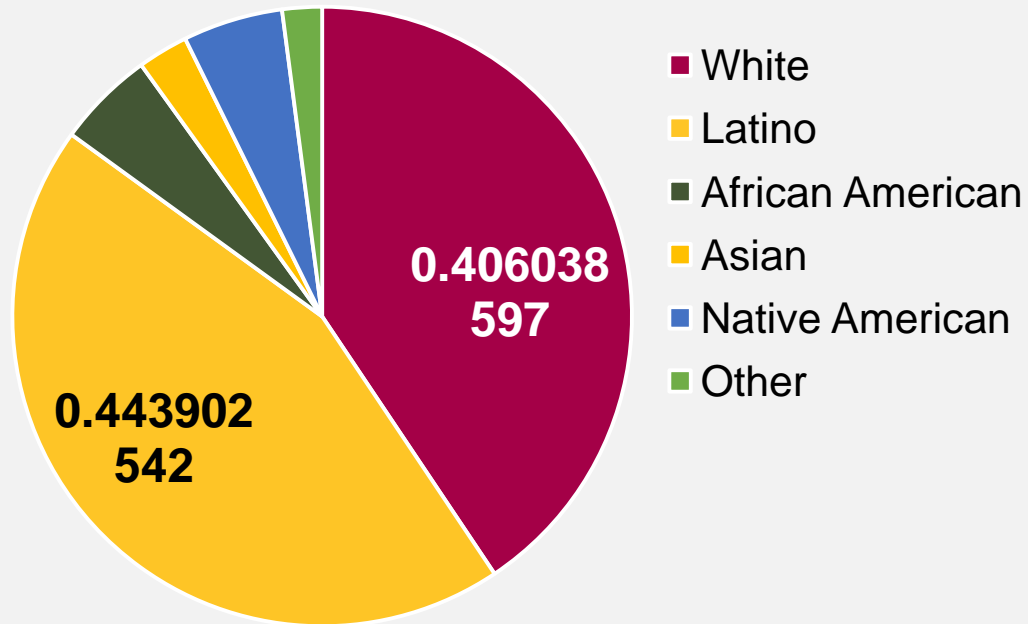
*- School Principal*



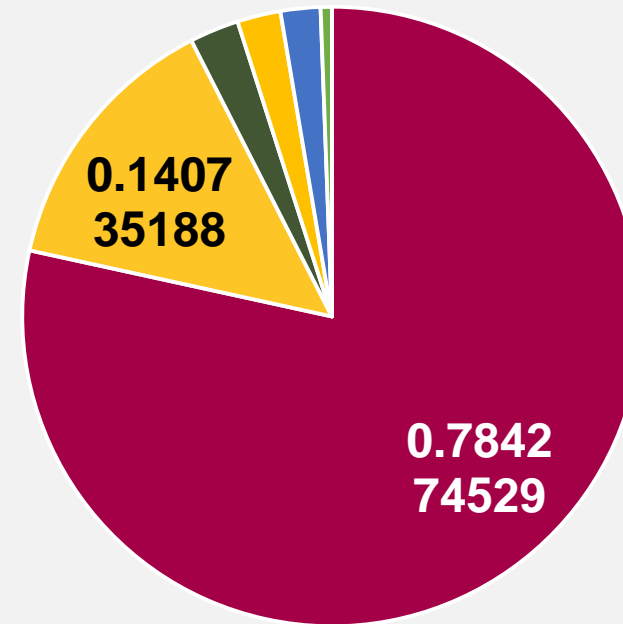
Source: Arizona Department of Education

# Why Should We Care?

Race / Ethnicity of Students



Race / Ethnicity of Teachers

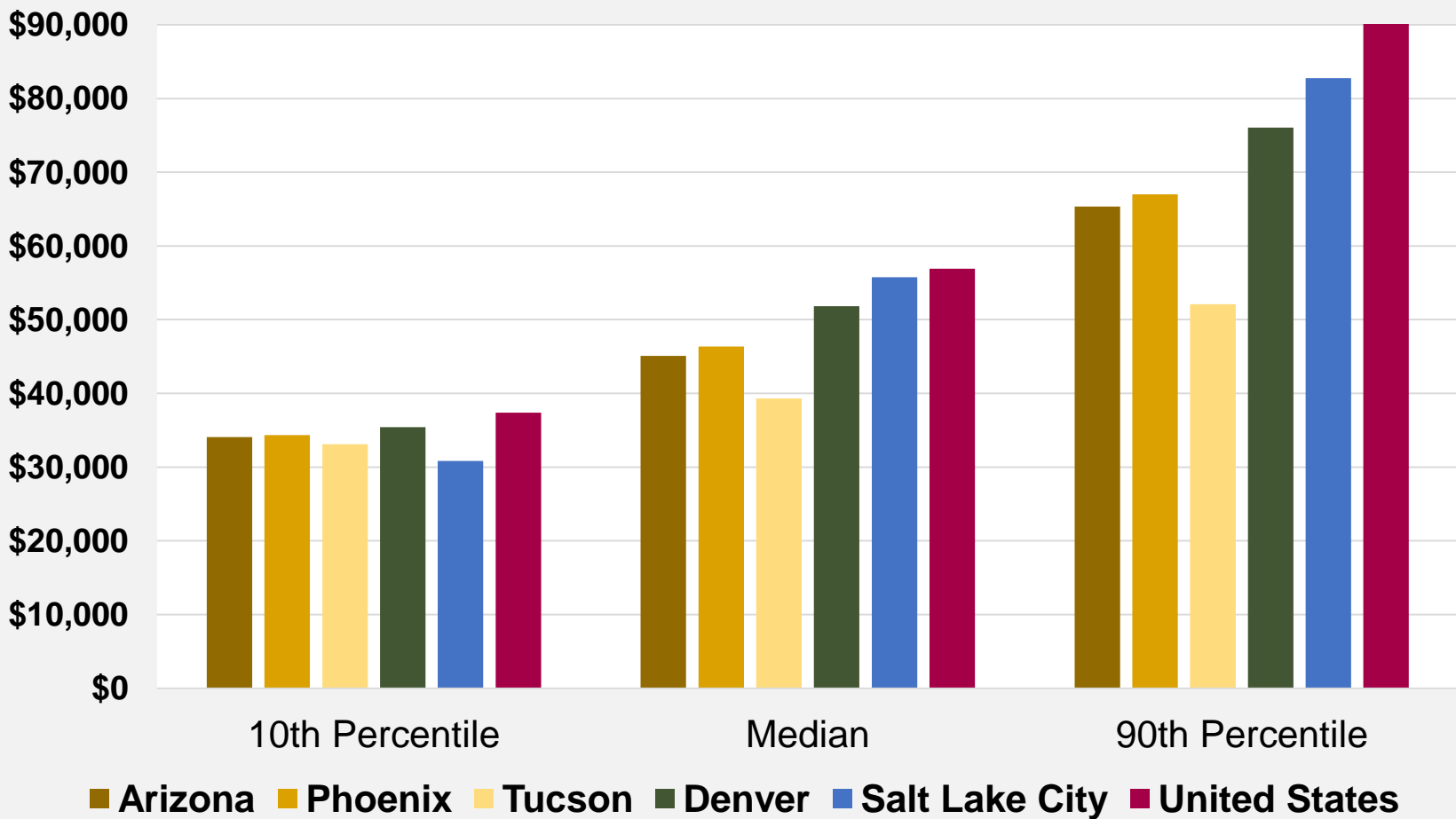


Source: Arizona Department of Education

# An Uncommon Profession

## 2016 K-12 Teacher Pay

*“I don’t do it for the pay,  
but I’d sure like more.”*  
– Charter School Teacher



Source: Bureau of Labor Statistics

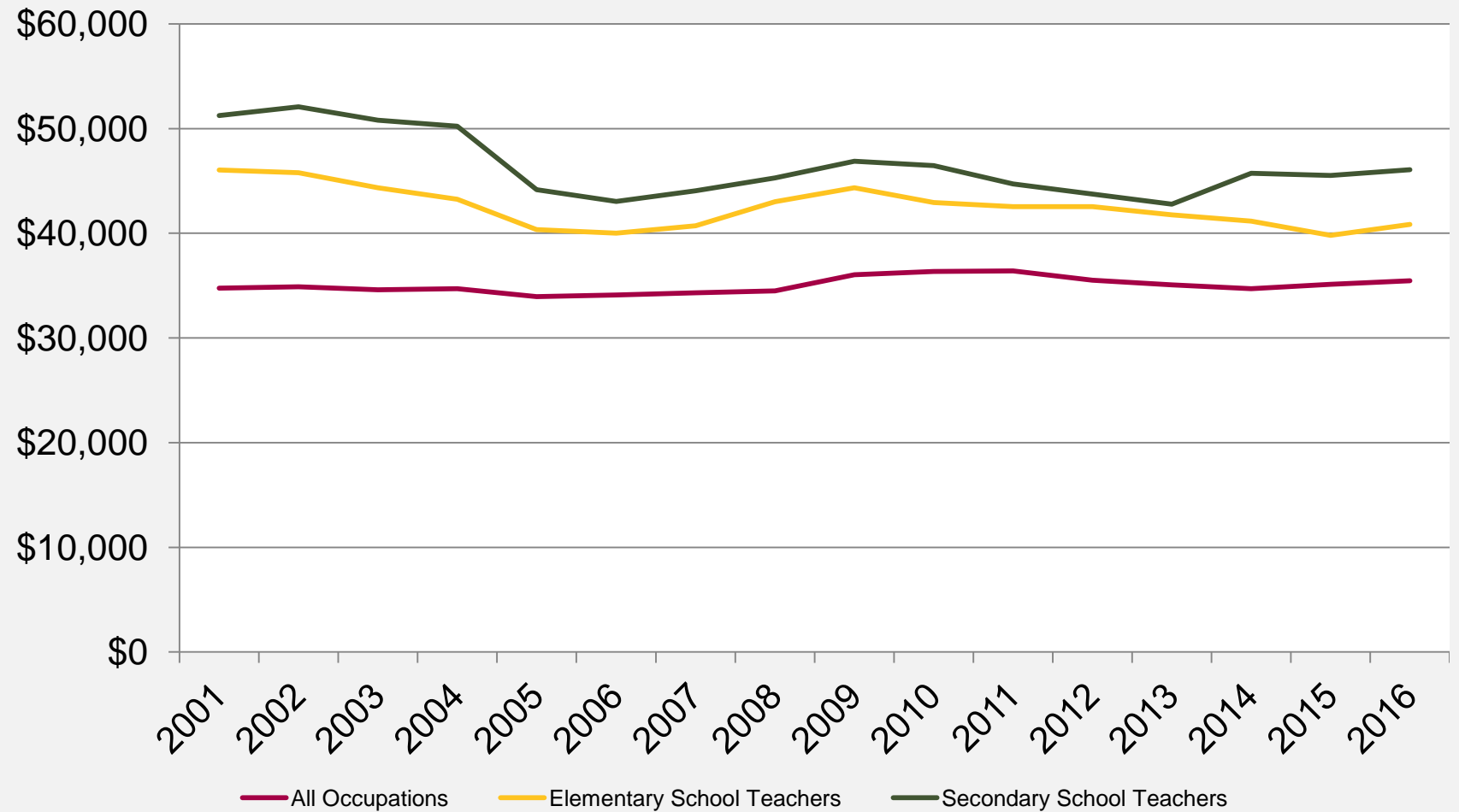
# An Uncommon Profession

*All my friends who also have a master's degree in other fields are paid twice or even three times as I am. Although I love teaching, I have to be practical. As a bilingual, working as a translator for big companies is a much better choice than working as a foreign language teacher.*

– Charter School Teacher

Source: Bureau of Labor Statistics

### Arizona: Median Salary, 2001-2016

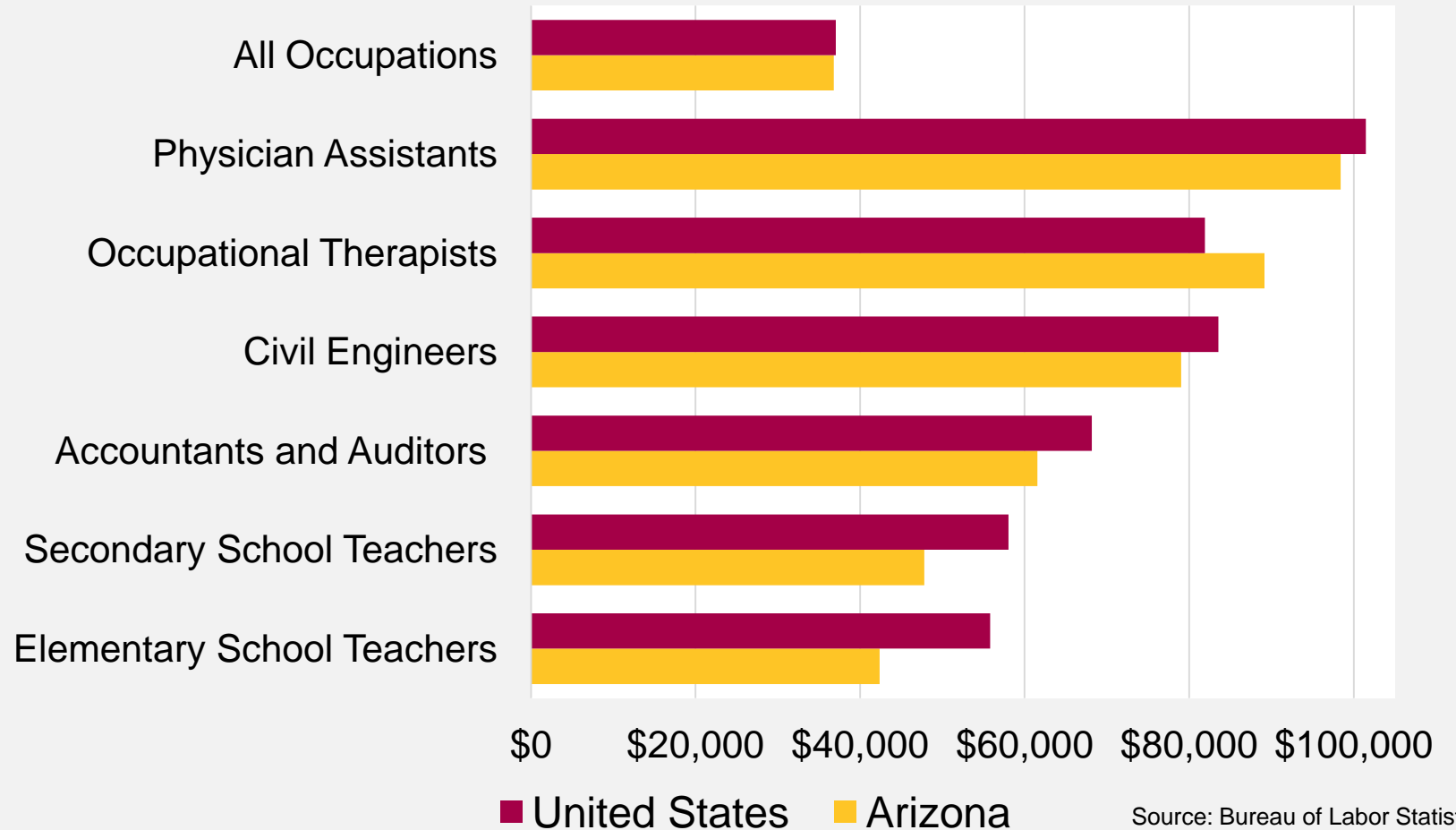


# An Uncommon Profession

*“Teaching in general is a challenging, yet exceptionally rewarding job if you love kids. It takes a remarkable skill set to do well. The problem is that people who have that skill set also have the skill set to be tremendously successful in any industry, and most industries that require a college degree reward their employees much better than we do.”*

—School Superintendent

Median Salary, Occupations Requiring Bachelor's Degree - 2016



Source: Bureau of Labor Statistics

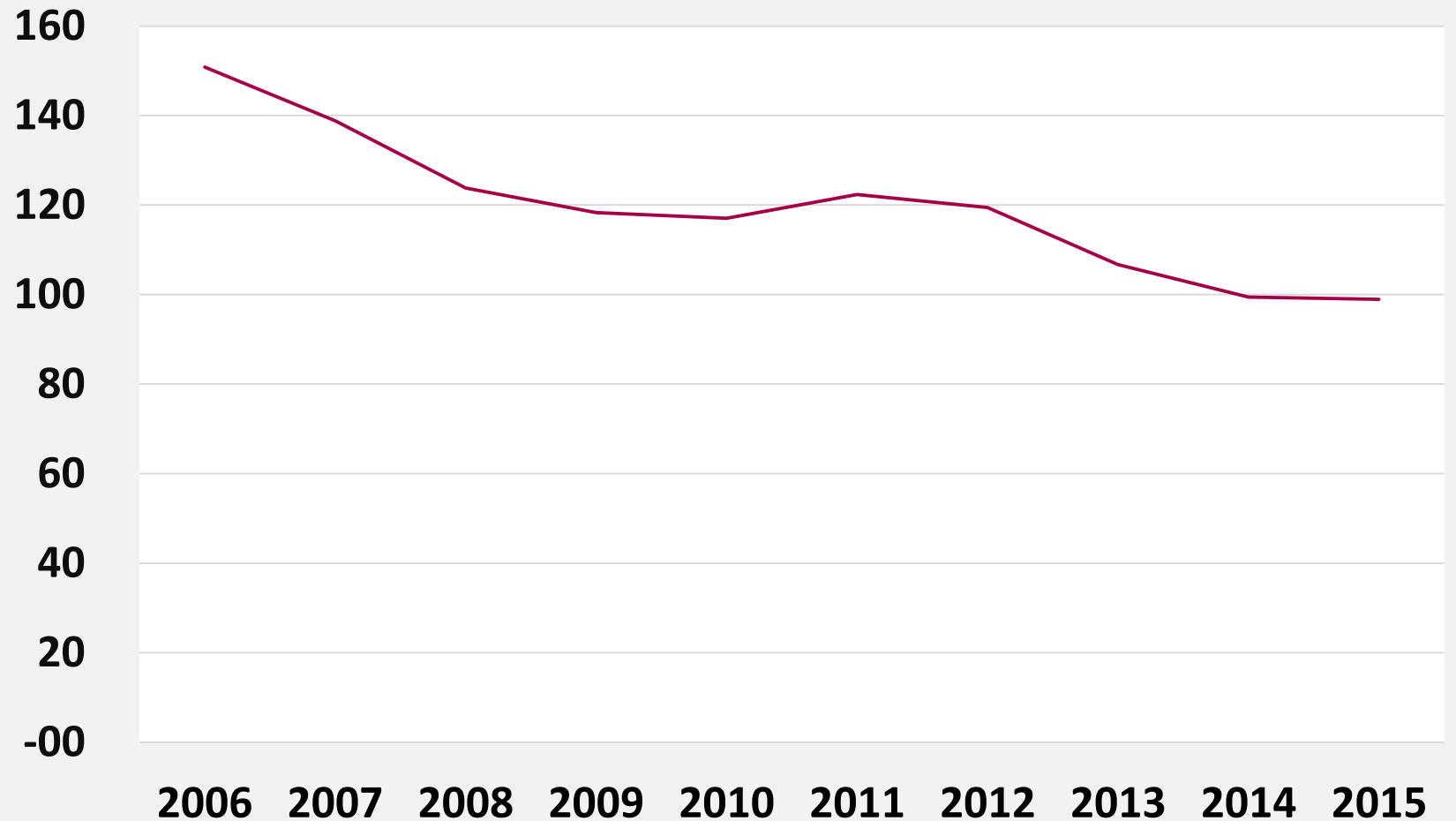
# A Two-Part Shortage

*“[Teaching] takes a remarkable skill set to do well. The problem is that people who have that skill set also have the skill set to be tremendously successful in any industry, and most industries that require a college degree reward their employees much better than we do.”*

– School Superintendent

Source: ABOR, US Census

Bachelor's Degrees in Education per 100,000 Children in Arizona



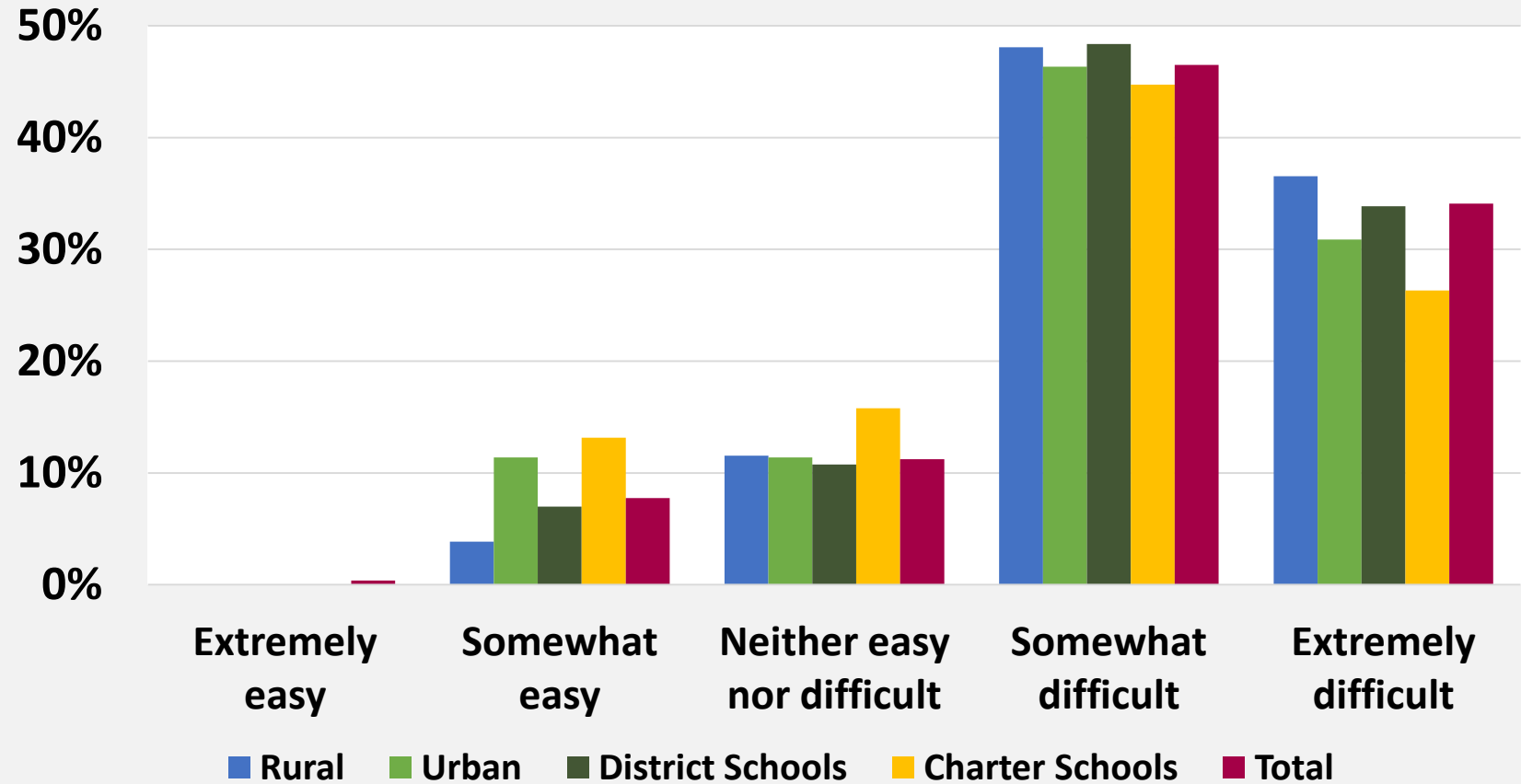


# A Two-Part Shortage

*“Recruitment problems have increased dramatically over the last five years, especially in the last two or three years. Ten or 15 years ago there was no problem hiring teachers. In fact, positions rarely came available.”*

– School Board Member

How would you describe the relative ease or difficulty of hiring new teachers in your LEA?

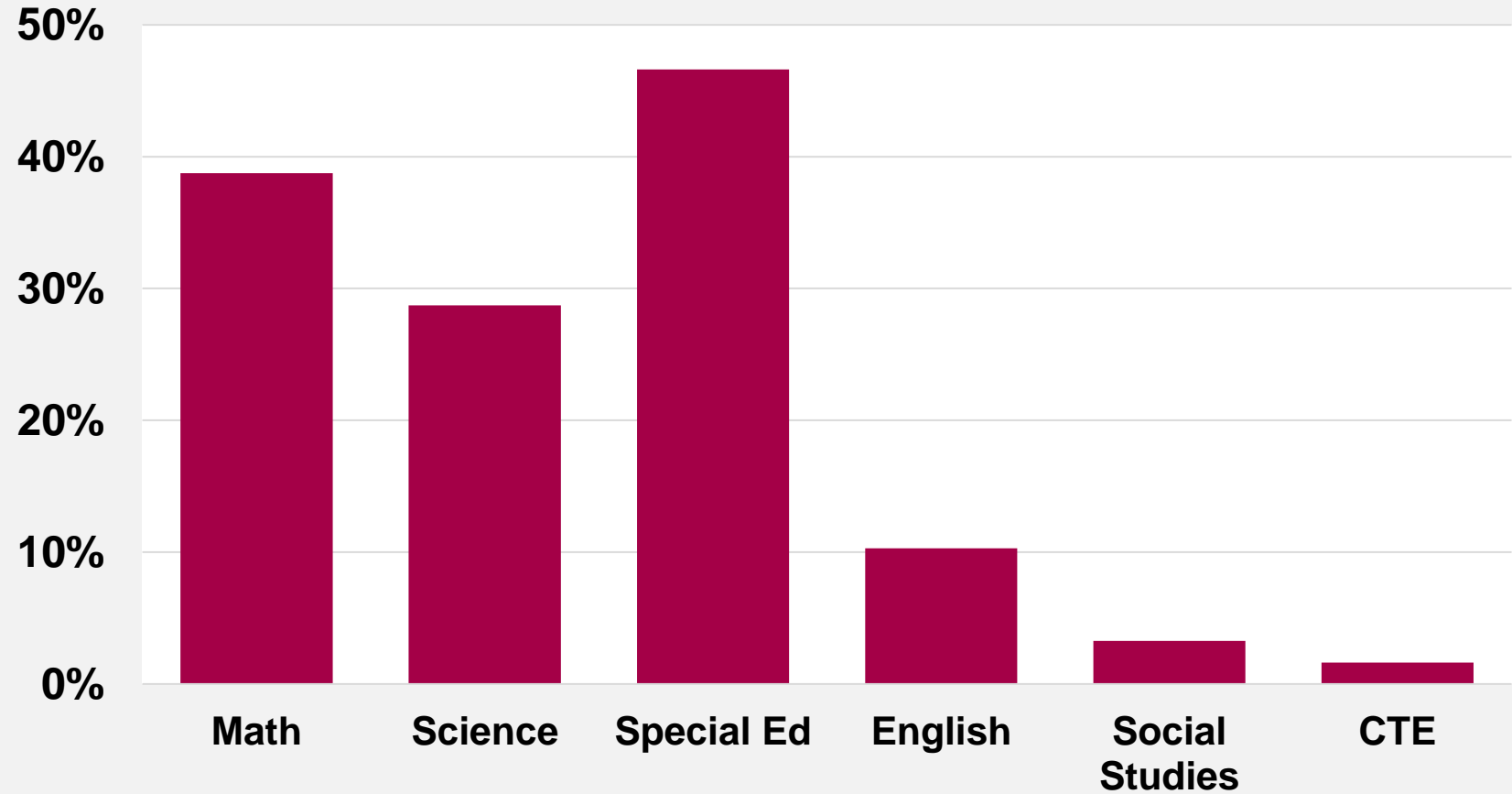


Source: Morrison Institute Survey (n=258)

# A Two-Part Shortage

*“I would say we have come into an era where it is more difficult to find teachers, especially in special education, math, and science.”*  
- School Superintendent

What types of teaching positions do you have the most difficulty filling?



Source: Morrison Institute Survey (n=369)

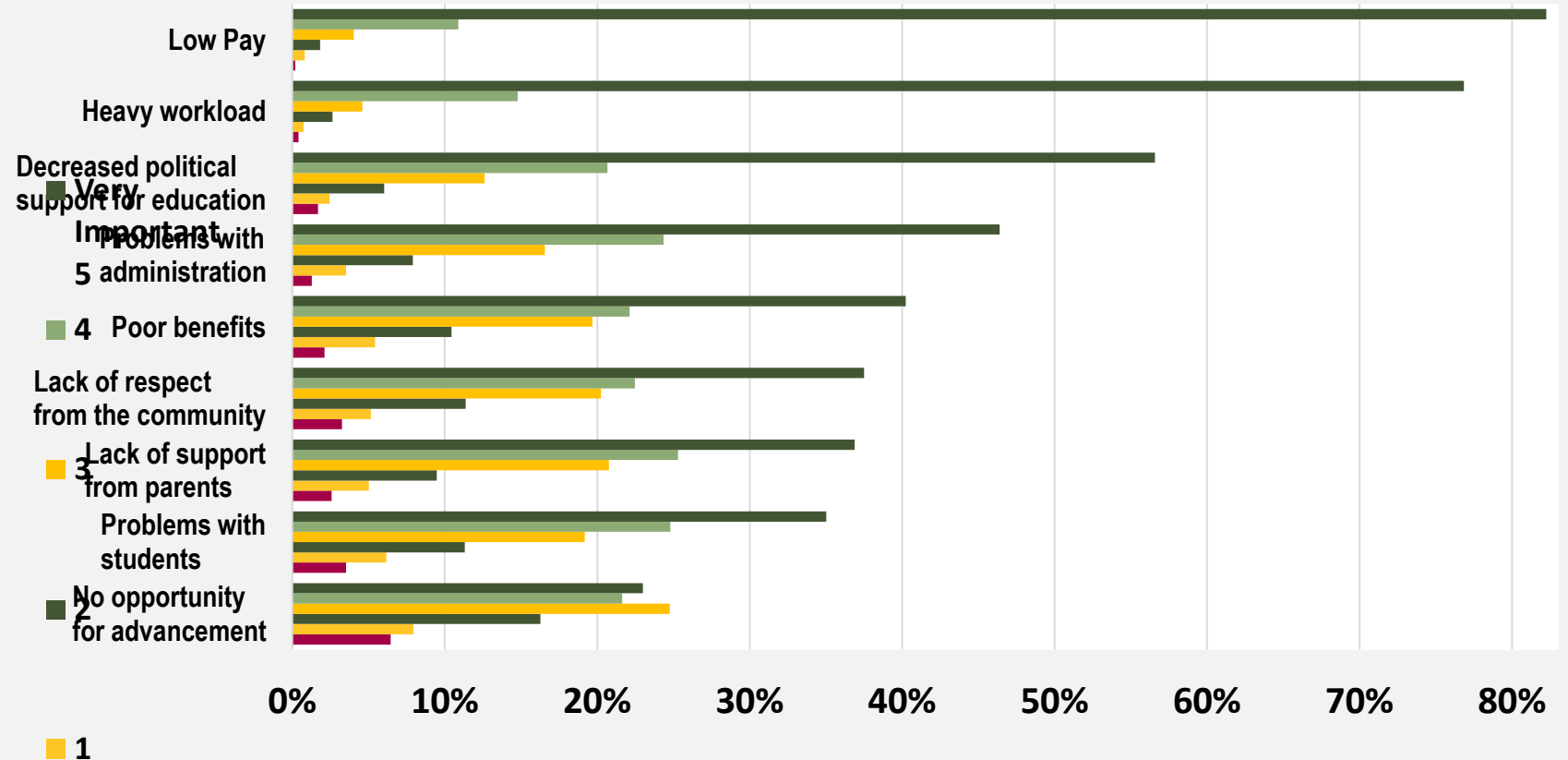
# Four Themes From the Classroom

*“Pay is only one element of the reason teachers leave. I think lack of respect from students, heavy workloads, lack of support from admin, etc., have equal impact. It gets to that point where a teacher thinks, ‘I’m doing all this work, get no respect or support, and I’m only paid this much? That’s the point when they leave.’”*

*-High School Teacher*

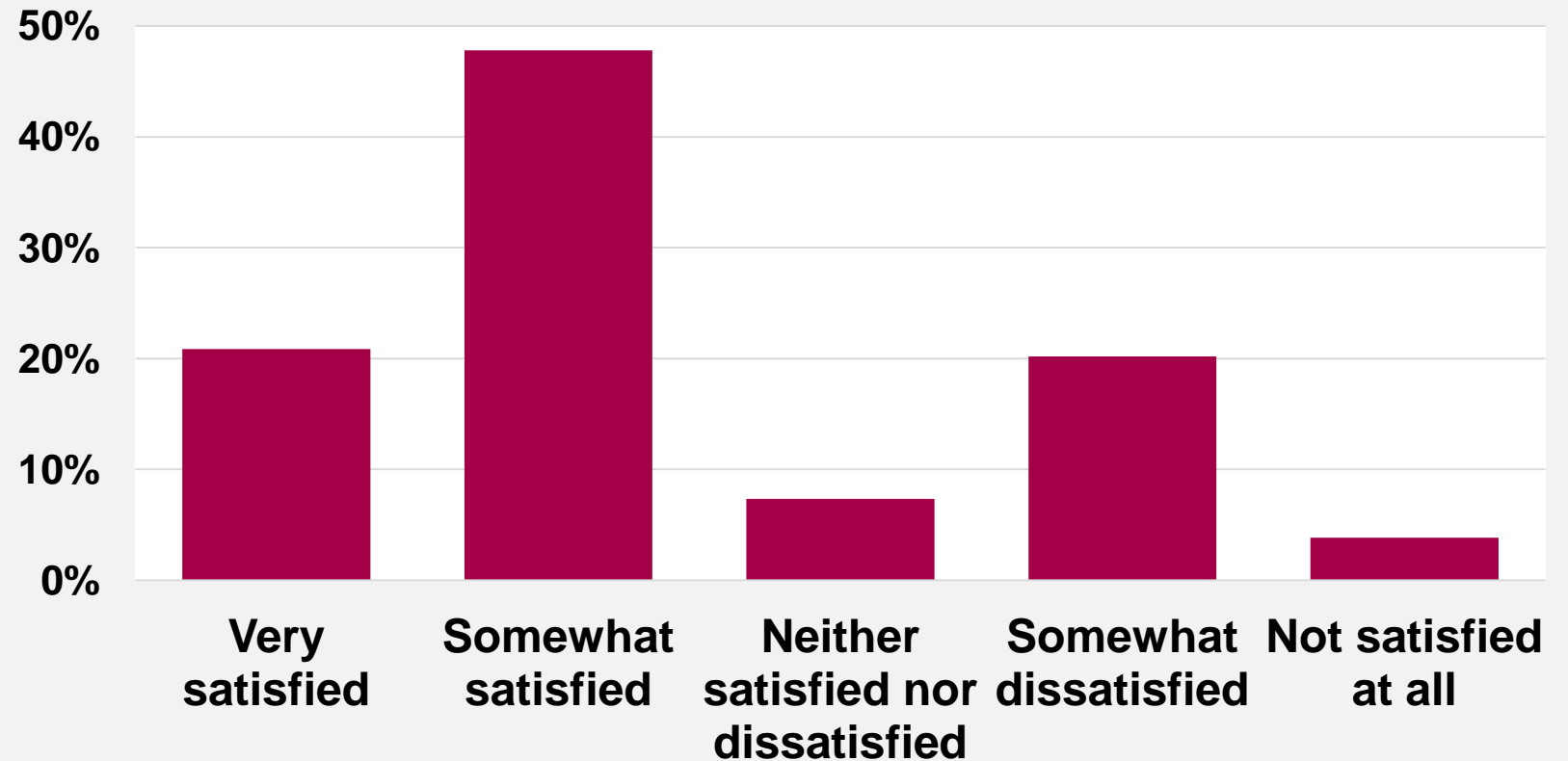
Source: Morrison Institute Survey (n=1,487)

## Why do teachers leave the profession?



# Four Themes From the Classroom

Please indicate your overall level of satisfaction with your teaching career



*“It’s not a job. You can’t see it as a job. Those are my kids. I’m invested in everything about them.”*

*-High School Teacher*

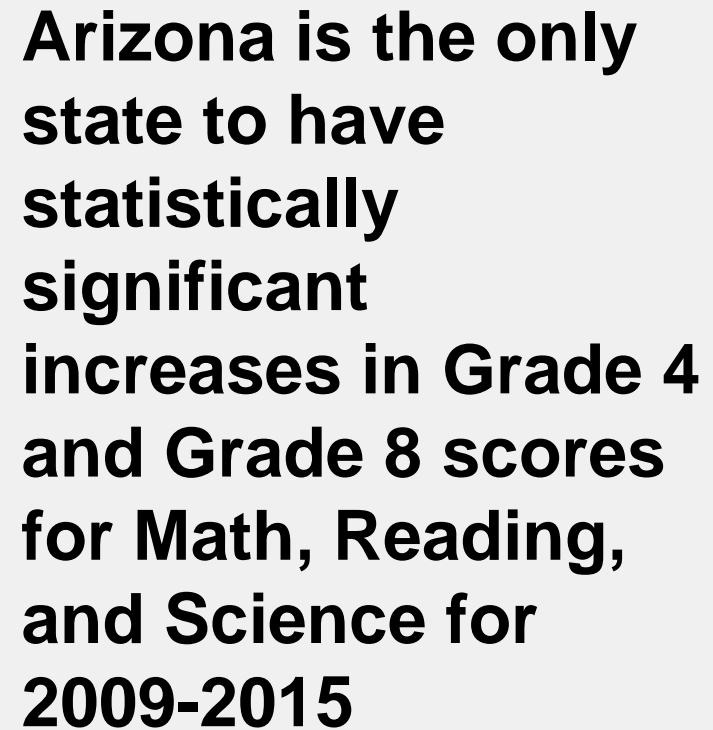
Source: Morrison Institute Survey (n=1,487)

# Four Themes From the Classroom

## National Assessment of Educational Progress

*“I love to see students  
grow and succeed. It’s a  
calling.”*

*- Special Ed Teacher*



**Arizona is the only  
state to have  
statistically  
significant  
increases in Grade 4  
and Grade 8 scores  
for Math, Reading,  
and Science for  
2009-2015**

For a PDF copy of the report:

MorrisonInstitute.asu.edu

