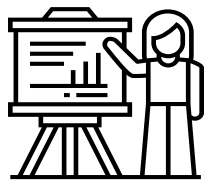




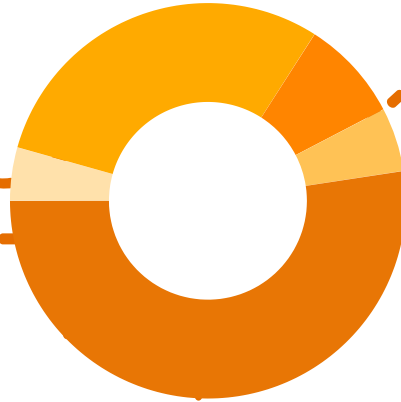
2020 Recruitment and Retention Survey Results

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.



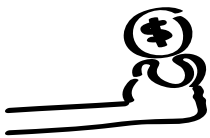
108

ECSE Standard Professional Teaching Certificate issued



143

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



457

educators have left their position due to low compensation



42%

sites reported filling positions with unqualified candidates



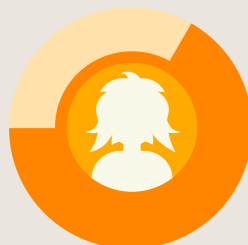
183

sites reported at least one open position

WHO TOOK THE SURVEY



49% ECE/24% ECSE EDUCATORS



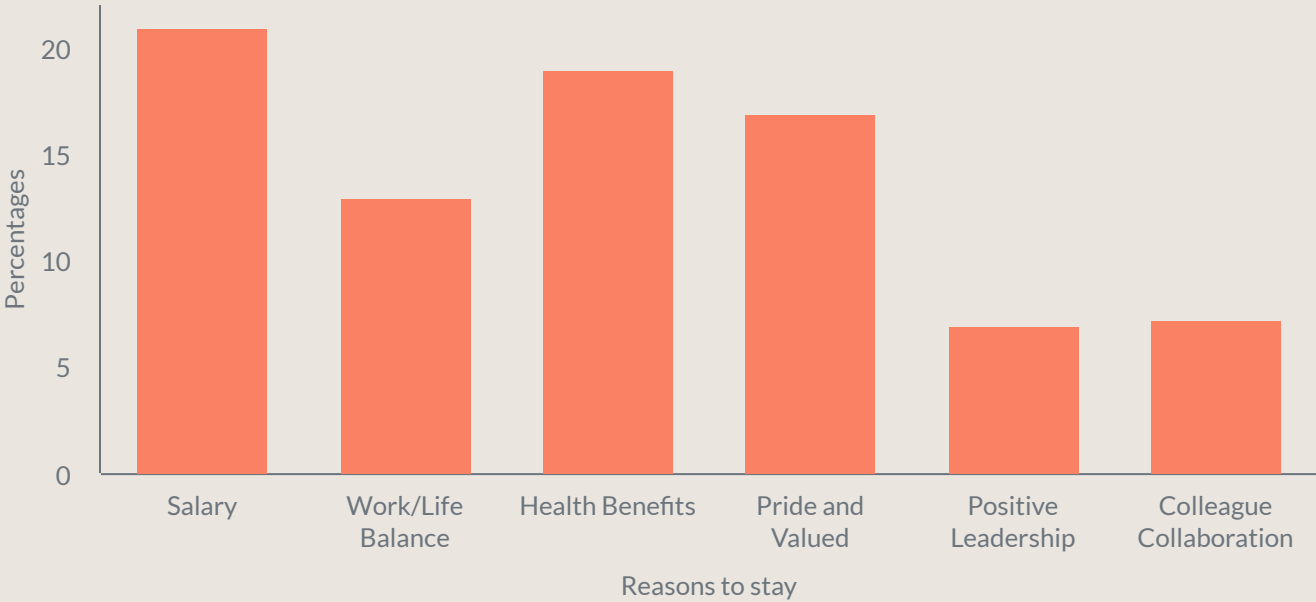
6% EI EDUCATORS



7% ADMINISTRATORS

EDUCATORS VOICE

Top Reasons Educators Stay



REASONS THEY LEAVE



Poor Leadership
36%



Did not feel valued
31%



Low Compensation
39%



Overworked/
burnout
49.5%

SITE REPORTS

Open positions

