



Exceptional Student Services (ESS) / Data Management

Frequently Asked Questions – TEACHER ATTRITION RATE SURVEY

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**Q1: ARE YOU ASKING FOR THE NUMBER OF POSITIONS (I.E., HEAD COUNT) OR ARE YOU EXPECTING AN ACTUAL FULL-TIME EQUIVALENCY (FTE) CALCULATION TO BE REPORTED?**

A: Please provide the FTE calculation.

**Q2: CAN A SURVEY QUESTION BE LEFT BLANK?**

A: No. Each survey question requires a response. Questions have an option for answering with a numeric response or a "yes" or "no" response, or by answering with a selection from the dropdown list that is provided.

**Q3: WHICH QUESTIONS PERTAIN TO TEACHERS ONLY, RELATED SERVICE PROVIDERS ONLY, AND SPED DIRECTORS ONLY?**

A: Count only teacher positions in questions 1–9. Count only related service providers in questions 12–29. Question 10 applies to all special education positions. Question 11a applies to teachers; 11b applies to related service providers; and 11c applies to special education (SPED) directors. There is a final section for SPED directors, which includes questions 34–36.

**Q4: SHOULD BOTH EMPLOYED AND CONTRACTED PERSONNEL BE INCLUDED IN THE SURVEY RESPONSES?**

A: Yes, but contracted personnel are applicable to related service providers only. The survey has two columns: employed and contracted. Report the correct survey response under the appropriate column.

**Q5: IN QUESTIONS 13, 15, 18, 20, 22, 26, 29, 31 AND 33, SHOULD RELATED SERVICE PROVIDERS WHO ARE CONTRACTED BE CONSIDERED AS NOT FILLED (OPEN) POSITIONS?**

A: No, only report FTE positions (OPEN) if there is neither an employed nor contracted related services provider in that position.

**Q6: IF WE DO NOT REPORT CONTRACTED TEACHERS, SHOULD A POSITION HELD BY A CONTRACTED TEACHER BE CONSIDERED (OPEN)?**

A: No, the position for which a teacher is being contracted should not be considered (OPEN).

**Q7: SHOULD WE INCLUDE TEACHERS WHO ARE NOT HIGHLY QUALIFIED (HQ)?**

A: No, include only teachers who are HQ.



**Q8: SHOULD WE INCLUDE BOTH FULLY CERTIFIED AND NOT FULLY CERTIFIED RELATED SERVICE PROVIDERS?**

**A:** No, include only related service providers who are fully certified, except on question 17. Report all FTE of personnel serving as speech and language pathologist assistants (SLPAs).

**Q9: IF A SPECIAL EDUCATION TEACHER POSITION IS FILLED WITH A PERSON WHO HAS AN EMERGENCY CERTIFICATE BUT THE POSITION IS STILL BEING ADVERTISED TO HIRE SOMEONE PERMANENT, IS THIS CONSIDERED A VACANT POSITION?**

**A:** This position would be considered vacant, as the teacher is not HQ or in an intern/alternative path program to become HQ.

**Q10: SHOULD WE INCLUDE THE FOLLOWING:**

\* TEACHERS WHO SERVE IN A "TRANSITION ROLE" (E.G., NOT ASSIGNED TO A PARTICULAR CLASSROOM BUT WORK WITH STAFF OR STUDENTS ON SECONDARY TRANSITION ACTIVITIES);

\* TEACHERS WHO SERVE AS A "SPECIAL EDUCATION DEPARTMENT CHAIR" (E.G., NOT ASSIGNED TO A CLASSROOM AND DO NOT WORK DIRECTLY WITH STUDENTS IN AN INSTRUCTIONAL ROLE); OR

\* TEACHERS ON ASSIGNMENT WHO ARE SPECIAL EDUCATION CERTIFIED BUT NOT TEACHING?

**A:** ADE is capturing the number of certified special education teachers currently working in schools, in a special education capacity. Thus, we want public education agencies (PEAs) to count all certified special education teachers if they are teaching special education, working in secondary transition, serving as special education department chairs, or working as special education teachers on assignment. The only personnel that would not be counted as such would be teachers who hold a dual (special and general education) certificate and are teaching only general education.

**Q11: IN QUESTIONS 1, 2, 8, AND 9, HOW ARE "NEW HIRES" DEFINED?**

**A:** "New hires" are teachers hired sometime during the current school year.

**Q12: IN QUESTIONS 8 AND 9, WHAT IS THE TIME FRAME FOR "RECENTLY GRADUATED"?**

**A:** "Recently graduated" refers to special education teachers who graduated in the year before they were hired.



Q13: FOR QUESTION 8, HOW DO YOU DEFINE "ARIZONA'S COLLEGES/ UNIVERSITIES"?

A: ADE is tracking the number of new special education teachers graduating in Arizona only; all public and private universities and colleges in Arizona would be included.

Q14: WHAT DOES EIPA STAND FOR?

A: Educational Interpreter Performance Assessment.

Q15: IN QUESTIONS 14 AND 15, WHAT IS A SPEECH LANGUAGE PATHOLOGIST (SLP)?

A: SLP refers to a speech and language pathologist who has completed a master's degree.

Q16: IN QUESTIONS 16 AND 16A, WHAT IS A SPEECH LANGUAGE TECHNICIAN (SLT) AND DOES AN SLT PERFORM SPEECH EVALUATIONS?

A: An SLT is a speech and language technician who has completed a bachelor's degree only. Speech and language technicians are not trained to perform speech evaluations in their bachelor's program; however, Arizona does allow SLTs to perform all of the same duties as SLPs. For question 16a, enter only the number of SLTs who perform speech language evaluations.

Q17: IN QUESTIONS 17 AND 18, WHAT IS THE DEFINITION OF A SLPA?

A: An SLPA is a speech and language pathologist assistant who has completed an approved SLPA training and has a Department of Health license.

Q18: FOR QUESTION 34, DO WE ENTER THE NUMBER OF YEARS EMPLOYED AS A SPECIAL EDUCATION DIRECTOR AT THE CURRENT PEA?

A: No, you should select the range from the drop down list to include the total number of years the special education director has served in that position, in all PEAs. **If your PEA does not have a special education director, select "No Director". Selecting this option will disable questions 35 and 36.**

Q19: FOR QUESTIONS 35 AND 36, CAN MORE THAN ONE SELECTION BE MADE?

A: No. For question 35, select the highest certificate achieved. For question 36, select the most appropriate answer.

Q20: FOR QUESTION 35, DOES ARIZONA HAVE A DIRECTOR OF SPECIAL EDUCATION CERTIFICATE?



A: No, but many other states do. The purpose of this question is to determine how many directors have this certification from another state.

**Q21: FOR QUESTION 36, DOES THE SPECIAL EDUCATION CERTIFICATE HAVE TO BE FROM ARIZONA OR CAN IT BE FROM ANOTHER STATE AS WELL?**

A: The special education certificate can be from any state. The purpose of this question is to determine who has certification in those areas.