



Exceptional Student Services (ESS) / Data Management

Teacher Attrition Rate Survey: School Year 2013-2014

GENERAL INSTRUCTIONS

The Arizona Department of Education/Exceptional Student Services (ADE/ESS), **Professional Learning and Sustainability** Unit recognizes the shortages in special education and related service personnel.

The Special Education Teacher Attrition Rate Survey will help us identify critical elements relating to personnel shortages. After identifying critical areas of need, the ADE/ESS will continue to allocate efforts and resources to address the high need areas in personnel shortages. The most efficient way to collect this data is through the Annual Special Education Data Collection, in conjunction with the personnel data currently being collected. Like the Personnel Report, this survey will be collected at the district and charter holder level.

This survey is divided into four sections: Teachers; Special Education Personnel; Related Service Providers; and Special Education Directors and contains thirty-six questions. The first and third sections require a numerical response for each question under the appropriate column heading. The second section will require a "yes" or "no" response, numerical response, or selection of a response from a list of choices. The fourth and final section also requires selection of a response from a list of choices.

Each question requires a response for this survey to be considered complete and for the user to proceed with the final submission process.

QUESTIONS FOR SPDG SURVEY

TEACHERS

1. What was the full-time equivalency (FTE) of special education teacher new hires employed by October 1, **2013**?
2. What was the FTE of special education teacher new hires employed by October 1, **2013**, experiencing their first year of teaching?
- 2a. How many special education teachers experiencing their first year of teaching are being mentored by experienced special education teachers in the **2013-2014** school year?
3. What was the FTE of special education teacher vacancies not filled (OPEN) as of October 1, **2013**?
4. What was the FTE of **2012-2013** special education teachers returning to teach special education in **2013-2014**?



5. What was the FTE of **2012–2013** special education teachers not returning to teach special education in **2013–2014**?
6. Of those special education teachers not returning to teach special education in **2013–2014**, how many FTE have left the teaching profession?
7. What was the FTE of **2012–2013** special education teachers who retired, were disabled, died, or moved out of state and consequently did not return in **2013–2014**?
8. What is the number of special education teacher new hires who recently graduated from one of Arizona's colleges/universities?
9. What is the number of special education teacher new hires who recently graduated from out of state colleges/universities?

SPECIAL EDUCATION PERSONNEL

- 10a. In the **2013–2014** school year, did you use the Arizona Education Employment Board (arizonaeducationjobs.com) to post job vacancies or search for qualified candidates?
- 10b. If yes, how many candidates were hired from the employment board?
11. Do you require special education teachers and related service providers to complete an exit survey prior to leaving employment?
- 11a. What was the main reason (other than retirement, disability, or death) *special education teachers* left their positions? Select one: Lack of support from district office; Too little time for planning and collaboration; Low staff morale; Lack of resources; Unsupportive principal; Inadequate support for special education students; Lack of understanding from general education colleagues; IEPs and related paperwork; Lack of mentoring; Lack of experience or preparation; Better paying position or Other (requires a response no longer than 50 characters).
- 11b. What was the main reason (other than retirement, disability, or death) *related service providers* left their positions? Select one: Lack of support from district office; Too little time for planning and collaboration; Low staff morale; Lack of resources; Unsupportive principal; Inadequate support for special education students; Lack of understanding from general education colleagues; IEPs and related paperwork; Lack of mentoring; Lack of experience or preparation; Better paying position or Other (requires a response no longer than 50 characters).
- 11c. What was the main reason (other than retirement, disability, or death) *special education directors* left their positions? Select one: Lack of support from district office; Too little time for planning and collaboration; Low staff morale; Lack of resources; Unsupportive principal; Inadequate support for special education students; Lack of understanding from general education colleagues; IEPs and related paperwork; Lack of mentoring; Lack of experience or preparation; Better paying position or Other (requires a response no longer than 50 characters).



RELATED SERVICE PROVIDERS

12. What was the total full-time equivalency (FTE) of licensed physical therapists (PTs) employed by October 1, **2013**?
13. What was the FTE of PTs not filled as of October 1, **2013**?
14. What was the FTE of master's level speech language pathologists (SLPs) employed by October 1, **2013**?
15. What was the FTE of SLPs not filled as of October 1, **2013**?
16. What was the FTE of bachelor's level speech language technicians (SLTs) employed by October 1, **2013**?
- 16a. How many FTE of SLTs are performing speech language evaluations?
17. How many FTE SLPAs held a Department of Health SLPA license by October 1, **2013**?
18. What was the FTE of SLPAs not filled (OPEN) as of October 1, **2013**?
19. What was the FTE of licensed occupational therapists (OTs) employed by October 1, **2013**?
20. What was the FTE of OTs not filled as of October 1, **2013**?
21. What was the FTE of licensed certified occupational therapy assistants (COTAs) employed by October 1, **2013**?
22. What was the FTE of COTAs not filled (OPEN) as of October 1, **2013**?
23. What was the total FTE of qualified (3.5 on the EIPA) sign language interpreters employed by October 1, **2013**?
24. What was the FTE of qualified (3.5 on the EIPA) sign language interpreter positions not filled as of October 1, **2013**?
25. What was the FTE of school psychologists employed by October 1, **2013**?
26. What was the FTE of school psychologists not filled (OPEN) by October 1, **2013**?
27. What was the FTE of clinical psychologists employed as of October 1, **2013**?
- 28.** What was the FTE of orientation & mobility specialists employed by October 1, **2013**?



29. What was the FTE of orientation & mobility specialists not filled (OPEN) as of October 1, **2013**?
30. What was the FTE of teachers of the visually impaired employed by October 1, **2013**?
31. What was the FTE of teachers of the visually impaired not filled (OPEN) by October 1, **2013**?
32. What was the FTE of teachers of the hearing impaired employed by October 1, **2013**?
33. What was the FTE of teachers of the hearing impaired not filled (OPEN) by October 1, **2013**?

DIRECTORS

34. How many years has the special education director been employed in that position? **Select one: 1st Year; 2-3 Years; 4-10 Years; 11+ Years; No Director. If the "No Director" option is selected, questions 35 and 36 will be disabled.**
35. Does the special education director have an administrative certificate? If so, which certificate? Select one: Supervisor; Principal; Director of Special Education; Superintendent; or None.
36. Does the special education director have a special education teaching or related service certificate? If so, which certificate? Select one: Special Education Teaching Certificate; Speech Language Pathologist/Technician Certificate; School Psychologist Certificate; Occupational or Physical Therapist Certificate; or None.