# Welcome to the Teacher Attrition Survey



# EXCEPTIONAL STUDENT SERVICES

Home Student List Reports Admin-

DATA SURVEYS

Help Welcome, ESS, ESS Admin-

### Welcome to the Exceptional Student Services Data Survey Tool.

Parent Involvement Survey Information

The survey is open February 2, 2023 through May 31, 2023.

PEA Survey Instructions \*Please read updated instructions. User Instruction Letter Preview Survey Questions Parentally Placed Private School Student Survey

Please note: The FY22 Parentally Placed Private School Student Survey (Recapture) is intended for Public School District Level Users only!

FY22 Parentally Placed Private School Students Survey (Recapture)

This survey will close on March 31, 2023.

#### Teacher Attrition Survey Information

Please note: The FY24 Teacher Attrition Survey is intended for PEA Level Users only! This survey must be performed at the PEA level. Please ensure you are accessing the survey at the PEA level entity and not the site level.

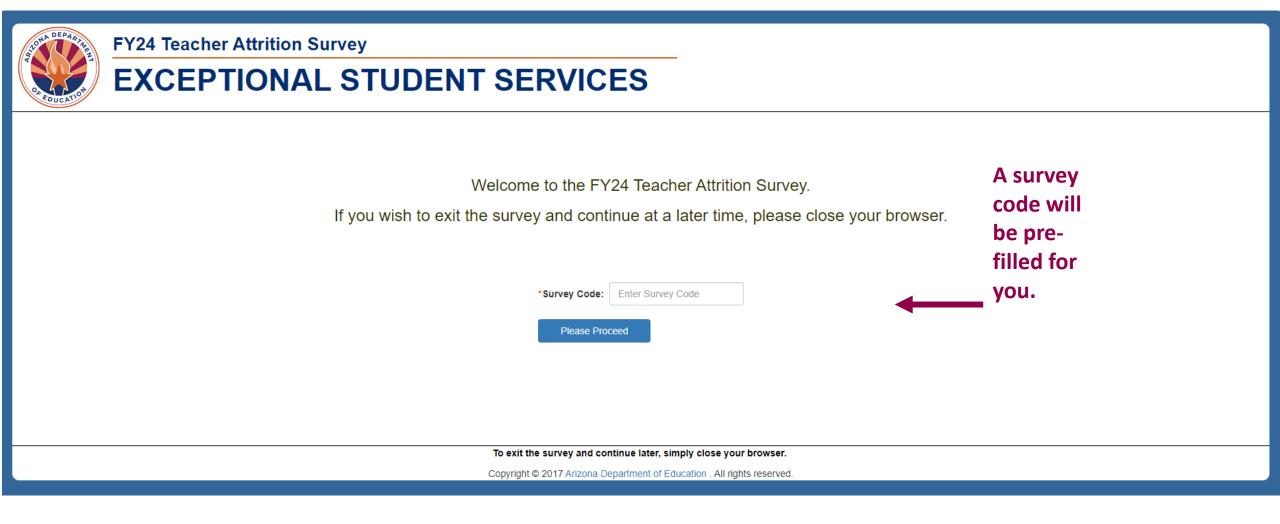
The FY24 Teacher Attrition Survey is now open.

Teacher Attrition Survey FY24

The survey opened on November 1, 2023 and will close on January 31, 2024.

Click here to take the FY24 Teacher Attrition Survey

# Pre-Filled Survey Code



# Section A: Special Education Director Experience in Current Position



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

Teacher Attrition Survey Section A - Special Education Directors

Q1: How many years has the special education director been in his or her current position?



To exit the survey and continue later, simply close your browser.

# Section A: Director Years of Experience

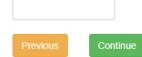


FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section A - Special Education Directors

Q2: How many total years of experience as a special education director does the director have? Include the number of years in previous and current positions.



To exit the survey and continue later, simply close your browser.

# Section A: Director Employer



FY24 Teacher Attrition Survey



#### Teacher Attrition Survey Section A - Special Education Directors

Q3: Is the special education director employed by the PEA or a contract agency? Select one.



To exit the survey and continue later, simply close your browser.

# Section A: Director Administrative Certificate

A DEPARTMENT

FY24 Teacher Attrition Survey



**Teacher Attrition Survey Section A - Special Education Directors** 

Q4: Does the special education director have an administrative certificate?



To exit the survey and continue later, simply close your browser.

# Section A: Choice of Director Administrative Certificate



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section A - Special Education Directors

Q5: You selected "Yes" for the previous question, "Does the special education director have an administrative certificate?" Select all that apply.

Director of Special Education
Principal
Superintendent
Supervisor
Previous Continue

To exit the survey and continue later, simply close your browser.

# Section A: Director Additional Certification



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### **Teacher Attrition Survey Section A - Special Education Directors**

Q6: Does the special education director currently hold, or has he or she ever held, one or more of the following?

	Occupational or Physical Therapist License
	School Psychologist Certificate
	Special Education Teaching Certificate
	Speech-Language Pathologist/Technician Certificate/License
	Certificate, license, or degree in another field related to special education
	The special education director does not hold any of the listed certificates or licenses



# Section A: Additional Detail About Director Certification

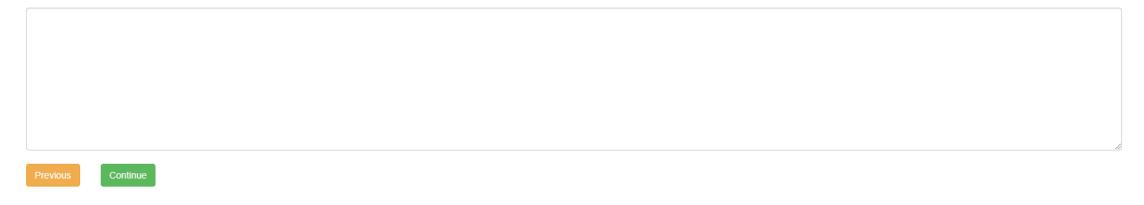


FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup>Teacher Attrition Survey Section A - Special Education Directors

Q7: If you selected "certificate, license, or degree in another field related to special education" for the previous question, please specify more detail here. If you did not select this answer, enter "N/A."



To exit the survey and continue later, simply close your browser.

### **Section B: Special Education Teachers**



#### FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section B - Special Education Teachers

Q1: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the number of FTE special education teacher new hires employed by October 1?
Of the FTE special education teacher new hires employed by October 1, what was the number of FTE for teachers of preschool students with disabilities?
What was the number of FTE special education teacher new hires employed by October 1 experiencing their first year of teaching?
How many special education teachers experiencing their first year of teaching are being mentored by experienced special education teachers in the current fiscal year?
What was the number of FTE special education teacher vacancies not filled (open) as of October 1?
Of the FTE special education teacher vacancies not filled (open) as of October 1, what was the number of FTE for teachers of preschool students with disabilities?
What was the number of FTE from the previous fiscal year special education employed staff who returned to teach special education in the current fiscal year?
Of the FTE from the previous fiscal year special education employed staff who returned to teach special education in the current fiscal year, what was the number of FTE for teachers of preschool students with disabilities?
What was the number of FTE from the previous fiscal year special education employed staff who did not return to teach special education in the current fiscal year?
Of those special education teachers who did not return to teach special education in the current fiscal year, how many FTE have left the teaching profession?
What was the number of FTE from the previous fiscal year special education teachers that retired, were disabled, died, or moved out of state?
What was the number of FTE special education teachers filled by a contract agency (e.g., procured written agreement) as of October 1?
Of the FTE special education teachers filled by a contract agency (e.g., procured written agreement) as of October 1, what was the number of FTE for teachers of preschool students with disabilities?
What number of special education teacher new hires are recent graduates of an in-state (Arizona) public or private college or university (graduated between July 1, 2022 and June 30, 2023 or later)?
What number of special education teacher new hires are recent graduates of an out-of-state public or private college or university (graduated between July 1, 2022 and June 30, 2023 or later)?

# Section C: Physical Therapists

STONA DEPARTA

FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### **Teacher Attrition Survey Section C - Related Service Providers**

#### **Physical Therapists**

Q1: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the total number of FTE Physical Therapists (PTs) (licensed by the Arizona State Board of Physical Therapy) employed by the PEA as of October 1?

What was the total number of FTE Physical Therapists (PTs) (licensed by the Arizona State Board of Physical Therapy) filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE Physical Therapists (PTs) (licensed by the Arizona State Board of Physical Therapy) not filled (open) by October 1?

Previous Continue

To exit the survey and continue later, simply close your browser.

# Section C: Speech-Language Pathologists/Technicians/SLPAs

FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section C - Related Service Providers

#### Speech-Language Pathologists/Technicians/SLPAs

Q2: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the number of FTE Master's-level Speech-Language Pathologists (SLPs) (licensed by the Arizona Department of Health Services with ADE certification) filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE Master's-level Speech-Language Pathologists (SLPs) (licensed by the Arizona Department of Health Services with ADE certification) not filled (open) by October 1?

What was the number of FTE SLPAs (licensed by the Arizona Department of Health Services) employed by the PEA as of October 1?

What was the number of FTE SLPAs (licensed by the Arizona Department of Health Services) filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE SLPAs (licensed by the Arizona Department of Health Services) not filled (open) as of October 1?

What was the number of FTE Bachelor's level Speech-Language Technicians (licensed by the Arizona Department of Health Services with ADE certification) employed by the PEA as of October 1?

What was the number of FTE Bachelor's level Speech-Language Technicians (licensed by the Arizona Department of Health Services with ADE certification) filled by a contract agency (e.g., procured written agreement) as of October 1?



To exit the survey and continue later, simply close your browser.

# Section C: Occupational Therapists/COTAs



#### FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section C - Related Service Providers

#### **Occupational Therapists/COTAs**

Q3: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the number of FTE Occupational Therapists (OTs) (licensed by the Arizona Board of Occupational Therapy Examiners) employed by the PEA as of October 1?

What was the number of FTE Occupational Therapists (OTs) (licensed by the Arizona Board of Occupational Therapy Examiners) filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE Occupational Therapists (OTs) (licensed by the Arizona Board of Occupational Therapy Examiners) not filled (open) as of October 1?

What was the number of FTE Certified Occupational Therapy Assistants (COTAs) (licensed by the Arizona Board of Occupational Therapy Examiners), employed by the PEA as of October 1?

What was the number of FTE Certified Occupational Therapy Assistants (COTAs) (licensed by the Arizona Board of Occupational Therapy Examiners), filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE Certified Occupational Therapy Assistants (COTAs) (licensed by the Arizona Board of Occupational Therapy Examiners) not filled (open) as of October 1?

Previous Continue

To exit the survey and continue later, simply close your browser.

# Section C: Sign Language Interpreters



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section C - Related Service Providers

#### Sign Language Interpreters

Q4: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the total FTE of qualified (3.5 or higher on the EIPA) sign language interpreters by the PEA as of October 1?

What was the number of FTE qualified (3.5 or higher on the EIPA) sign language interpreters filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of qualified (3.5 or higher on the EIPA) sign language interpreter positions not filled (open) as of October 1?



To exit the survey and continue later, simply close your browser.

# Section C: School Psychologists

South DEPARTY

#### FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section C - Related Service Providers

#### School Psychologists

Q5: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the number of FTE School Psychologists employed by the PEA as of October 1?

Of the number of FTE School Psychologists employed by the PEA as of October 1, what was the number of FTE School Psychologists licensed by the Arizona Board of Psychologist Examiners?

What was the number of FTE School Psychologists filled by a contract agency (e.g., procured written agreement) as of October 1?

Of the number of FTE School Psychologists filled by a contract agency (e.g., procured written agreement) as of October 1, what was the number of FTE School Psychologists licensed by the Arizona Board of Psychologist Examiners?

What was the number of FTE School Psychologists not filled (open) as of October 1?



To exit the survey and continue later, simply close your browser.

# Section C: O&M/Teachers of the Visually Impaired/Teachers of the Deaf/Hard of Hearing



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section C - Related Service Providers

O&M/Teachers of Visually Impaired/Teachers of the Deaf/Hard of Hearing

Q6: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the number of FTE Orientation & Mobility Specialists filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE Orientation & Mobility Specialists not filled (open) by October 1?

What was the number of FTE teachers of the visually impaired employed by the PEA as of October 1?

What was the number of FTE teachers of the visually impaired filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE teachers of the visually impaired not filled (open) by October 1?

What was the number of FTE teachers of the deaf/hard of hearing employed by the PEA as of October 1?

What was the number of FTE teachers of the deaf/hard of hearing filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the number of FTE teachers of the deaf/hard of hearing not filled (open) by October 1?



To exit the survey and continue later, simply close your browser.

### Section D: Paraprofessionals



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section D - Special Education Paraprofessionals

Q1: Please enter numbers for the following questions (decimals accepted). Please note that you must answer each question, even if the answer is 0 (zero).

What was the total number of FTE special education paraprofessionals (paraprofessional working under the direct supervision of a special education certified teacher) employed by the PEA as of October 1?

What was the total number of FTE special education paraprofessionals (paraprofessional working under the direct supervision of a special education certified teacher) filled by a contract agency (e.g., procured written agreement) as of October 1?

What was the total number of FTE special education paraprofessionals (paraprofessional working under the direct supervision of a special education certified teacher) not filled (open) by October 1?



To exit the survey and continue later, simply close your browser.

# Section E: Special Education Teacher (Non-Preschool) Attrition



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### **Teacher Attrition Survey Section E - Special Education Personnel**

Q1: Did any special education teacher(s) (non-preschool) leave their position?



To exit the survey and continue later, simply close your browser.

### Section E: Main Reasons for Special Education Teacher (Non-Preschool) Attrition

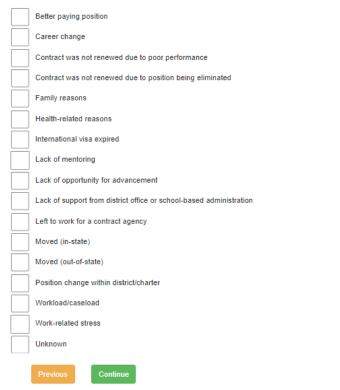
Store DEPARTA

FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section E - Special Education Personnel

Q2: What were the main reasons (other than retirement, disability, or death) that special education teachers (non-preschool) left their positions? Select all that apply.



## Section E: Additional Comments About Special Education Teacher (Non-Preschool) Attrition



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section E - Special Education Personnel

Q3: Please provide any additional comments about the main reason (other than retirement, disability, or death) that special education teachers (non-preschool) left their positions. If you do not have any comments to add, enter "N/A."

Previous

Continue

To exit the survey and continue later, simply close your browser.

# Section E: Preschool Special Education Teacher Attrition



FY24 Teacher Attrition Survey



#### Teacher Attrition Survey Section E - Special Education Personnel

Q4: Did any special education preschool teacher(s) leave their position?



To exit the survey and continue later, simply close your browser.

# Section E: Main Reasons for Preschool Special Education Teacher Attrition



#### FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section E - Special Education Personnel

Q5: What were the main reasons (other than retirement, disability, or death) that special education preschool teachers left their positions? Select all that apply.

Better paying position
Career change
Contract was not renewed due to poor performance
Contract was not renewed due to position being eliminated
Family reasons
Health-related reasons
International visa expired
Lack of mentoring
Lack of opportunity for advancement
Lack of support from district office or school-based administration
Left to work for contract agency
Moved (in-state)
Moved (out-of-state)
Position change within district/charter
Workload/caseload
Work-related stress
Unknown
Previous Continue

### Section E: Additional Comments About Preschool Special Education Teacher Attrition



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup>Teacher Attrition Survey Section E - Special Education Personnel

Q6: Please provide any additional comments about the main reason (other than retirement, disability, or death) that special education preschool teachers left their positions. If you do not have any comments to add, enter "N/A."



To exit the survey and continue later, simply close your browser.

# Section E: Special Education Related Service Provider Attrition



FY24 Teacher Attrition Survey



#### Teacher Attrition Survey Section E - Special Education Personnel

Q7: Did any special education related service provider(s) leave their position?



To exit the survey and continue later, simply close your browser.

# Section E: Main Reasons for Related Service Provider Attrition



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section E - Special Education Personnel

Q8: What were the main reasons (other than retirement, disability, or death) that related service providers left their positions? Select all that apply.

Better paying position
Contract was not renewed due to poor performance
Contract was not renewed due to position being eliminated
Family reasons
Health related reasons
Lack of resources
Lack of support from district office or school-based administration
Left to work for a contract agency
Moved (in-state)
Moved (out-of-state)
Too little time for planning and collaboration
Workload/caseload
Work-related stress
Unknown
Previous

# Section E: Additional Comments About Related Service Provider Attrition



FY24 Teacher Attrition Survey



#### <sup>\*</sup>Teacher Attrition Survey Section E - Special Education Personnel

Q9: Please provide any additional comments about the main reason (other than retirement, disability, or death) that related service providers left their positions. If you do not have any comments to add, enter "N/A."

Previous

To exit the survey and continue later, simply close your browser.

# Section E: Special Education Director Attrition



FY24 Teacher Attrition Survey



**Teacher Attrition Survey Section E - Special Education Personnel** 

Q10: Did the special education director(s) leave their position?



To exit the survey and continue later, simply close your browser.

# Section E: Main Reasons for Director Attrition

FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup> Teacher Attrition Survey Section E - Special Education Personnel

Q11: What were the main reasons (other than retirement, disability, or death) that the special education director(s) left their position? Select all that apply.

This information was not asked of special education director(s)
Confronting increased special education teacher shortages
Contract was not renewed due to poor performance
Contract was not renewed due to position being eliminated
Family reasons
Health-related reasons
Lack of support from district office or school-based administration
Left to work for a contract agency
Moved (in-state)
Moved (out-of-state)
Workload
Work-related stress
Unknown
 Previous Continue

To exit the survey and continue later, simply close your browser.

# Section E: Additional Comments About Director Attrition



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup>Teacher Attrition Survey Section E - Special Education Personnel

Q12: Please provide any additional comments about the main reason (other than retirement, disability, or death) that special education directors left their positions. If you do not have any comments to add, enter "N/A."

Previous

Continue

To exit the survey and continue later, simply close your browser.

# Section E: Special Education Paraprofessional Attrition



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section E - Special Education Personnel

Q13: Did any special education paraprofessional(s) leave their position?



To exit the survey and continue later, simply close your browser.

# Section E: Main Reasons for Paraprofessional Attrition

FY24 Teacher Attrition Survey

EXCEPTIONAL	STUDENT	SERVICES
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#### <sup>\*</sup> Teacher Attrition Survey Section E - Special Education Personnel

Q14: What were the main reasons (other than retirement, disability, or death) that special education paraprofessionals left their positions? Select all that apply.

Better paying position
Career change
Contract was not renewed due to poor performance
Contract was not renewed due to position being eliminated
Family reasons
Health-related reasons
Lack of benefits
Lack of training and/or support
Moved (in-state)
Moved (out-of-state)
Position change within district/charter
Workload
Work-related stress
Unknown
Previous Continue

# Section E: Additional Comments About Paraprofessional Attrition

FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

<sup>\*</sup>Teacher Attrition Survey Section E - Special Education Personnel

Q15: Please provide any additional comments about the main reason (other than retirement, disability, or death) that special education paraprofessionals left their positions. If you do not have any comments to add, enter "N/A."



To exit the survey and continue later, simply close your browser.

# Section E: Exit Surveys or Interviews

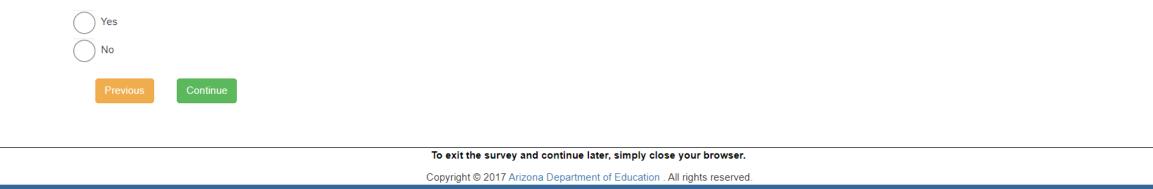


FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup>Teacher Attrition Survey Section E - Special Education Personnel

Q16: When your special education staff leave their positions, do you provide an opportunity for them to complete an exit survey or an exit interview?



### Section F: Retention Strategies



#### FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### Teacher Attrition Survey Section F - Special Education Personnel Retention

Q1: Which of the following special education personnel retention strategies does your PEA employ? Select all that apply.

	6/5 contracts (additional pay for extra work associated with large caseload)
$\square$	Bonus for returning teachers
$\square$	Bonus if returning teacher signs contract early
$\square$	Competitive salary
$\square$	Longevity banus
$\square$	Mid-year retention bonus
$\square$	On-site daycare or preschool for children of staff
$\square$	Pay for professional membership (CEC, ArSHA, AASP, etc.)
$\square$	Pay for related service provider's license and/or credentialing renewal
$\square$	Relocation assistance
$\square$	Stipends
	Summer work for teachers
$\square$	Teacher housing
	Tuition assistance or reimbursement
	Alternative work schedule- 4-day school week
	Alternative work schedule-year-round calendar
	Protected planning time
	Províde substitute for "paperwork" days
	Remote/work from home opportunities
	Formal opportunities to collaborate with general education teachers
	Formal opportunities to collaborate with other special education teachers/related service providers
	Funds for materials
	Funds for professional development
	Induction programs
	Instructional coaching
	Mentoring
	Peer-to-peer observation and feedback
	Targeted professional learning for principals on special education-related topics
	Targeted professional learning opportunities for special education teachers
	Targeted professional learning opportunities for paraprofessionals
	Teacher leadership opportunities
	Teacher voice in decision-making
	Other Incentives not listed above
	None
	Previous Continue

# Section F: Further Detail About Retention Strategies



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup>Teacher Attrition Survey Section F - Special Education Personnel Retention

Q2: If you checked "Other incentives not listed above" in the previous question, please provide further detail. If this question does not apply, enter "N/A."

Previous

To exit the survey and continue later, simply close your browser.

# **Email Notification Confirmation**



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

#### <sup>\*</sup>Teacher Attrition Survey - Email Notification Confirmation

Once you submit this survey, a notification will be sent to the email address below. Please verify that this is a valid email address. If not, please update it and then click on the submit button.



To exit the survey and continue later, simply close your browser.

# Print the Survey



FY24 Teacher Attrition Survey

### **EXCEPTIONAL STUDENT SERVICES**

Congratulations!

You have completed the FY24 Teacher Attrition Survey.

Print Survey

To exit the survey and continue later, simply close your browser.