



Recruitment and Retention Data:

What We Know About School Psychologists in Arizona

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Special Education Advisory Panel (SEAP) Meeting

March 26, 2024

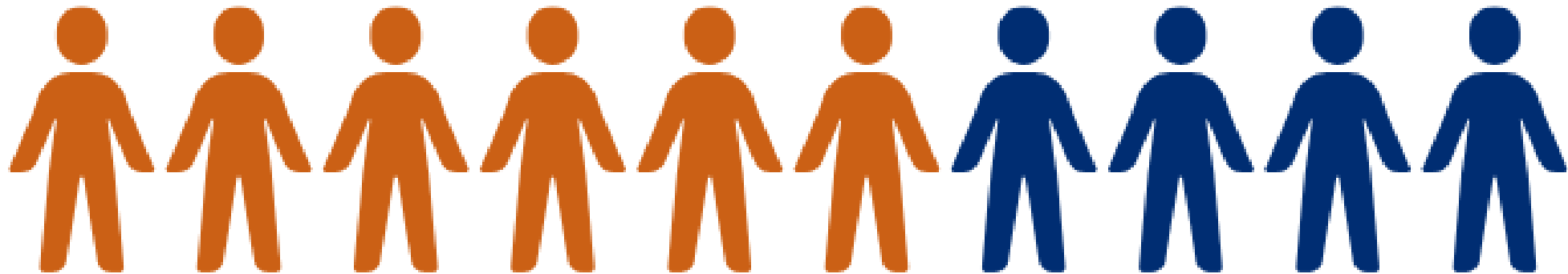


FY24 Teacher Attrition Survey

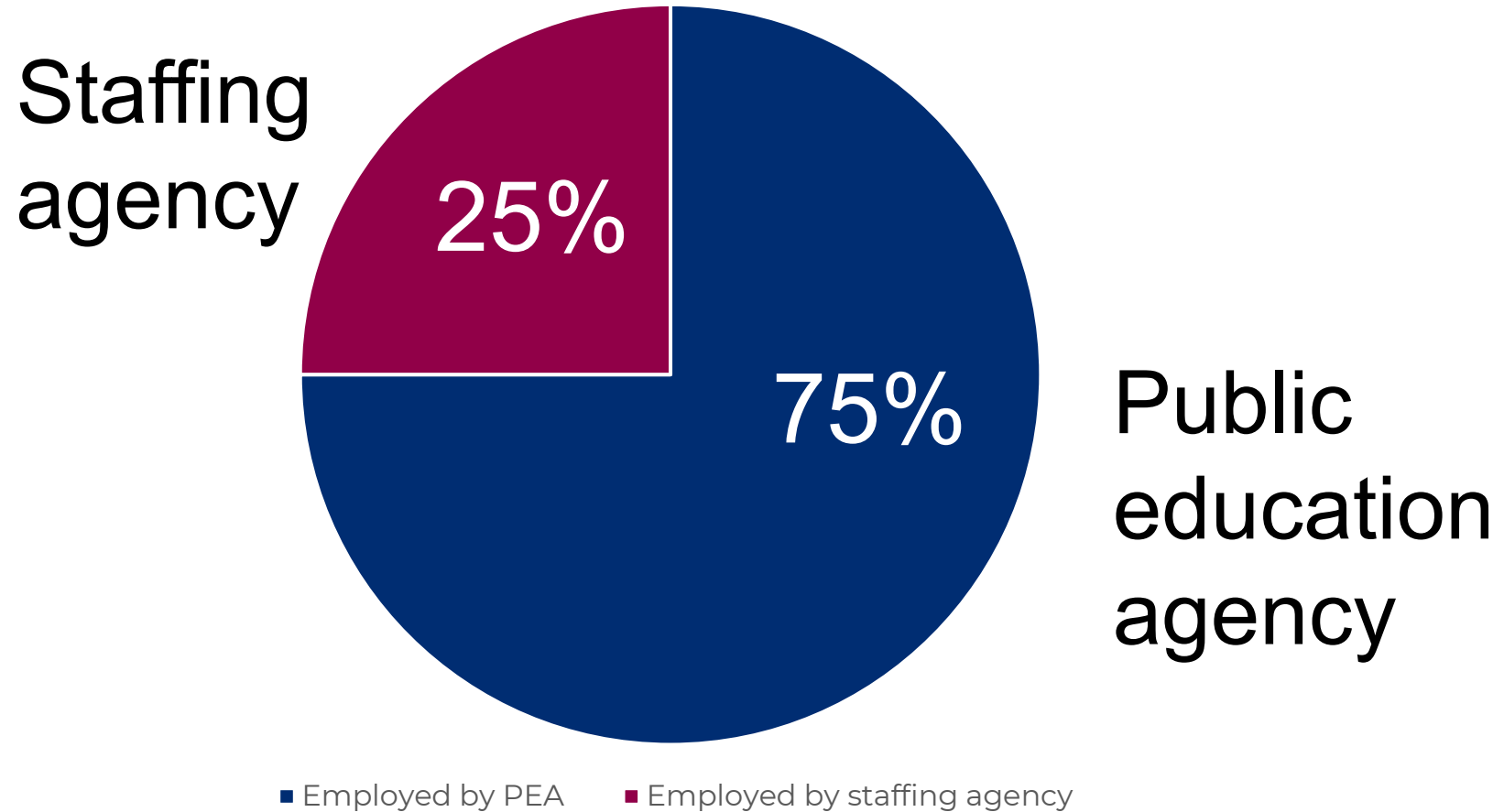
As of 2/29/24, 648 entities had submitted data

Student Counts

October 1 Child Count



School Psychologists' Employers





School Psychologist Vacancies

Fiscal Year	Percent Vacant
FY 24	5.6%
FY 23	5.0%
FY 19	3.9%



5.6% vacancy rate means that Arizona schools were still looking for **79** missing school psychologists as of October 1, 2023



Arizona Education Employment Board (AEEB): 22 school psychologist positions

Indeed: 50+ school psychologist jobs in Arizona posted by PEAs

National Association of School Psychologists Career Center: 2 (Sunnyside and Sahuarita)

Arizona Association of School Psychologists (AASP)

Students Per County

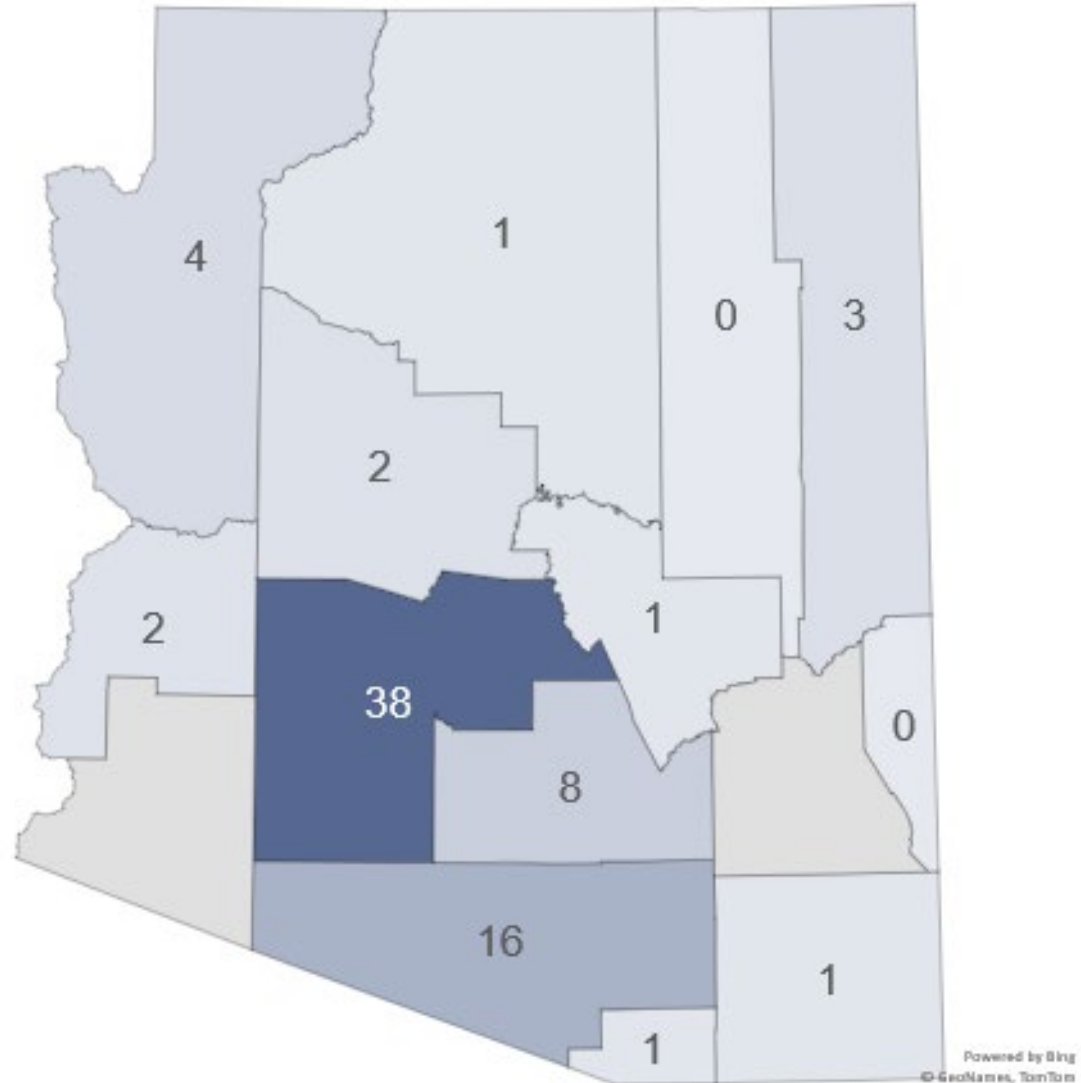
County	All Students	Students w/ IEPs
Maricopa	730,743	93,659
Pima	140,774	20,323
Pinal	55,306	8,307
Yuma	37,639	4,283
Yavapai	23,723	3,347
Mohave	22,962	3,558
Navajo	17,119	2,318
Cochise	17,109	1,989
Coconino	16,416	2,490
Santa Cruz	10,044	1,093
Apache	9,519	1,137
Gila	7,062	999
Graham	6,630	1,331
La Paz	2,173	475
Greenlee	1,799	219
Total	1,099,018	145,548

The number of students per county ranges from 1,799 students (Greenlee) to 730,743 (Maricopa).



School Psychologist Vacancies by County

County	# vacancies
Apache	3
Cochise	1
Coconino	1
Gila	1
Graham	0
Greenlee	0
La Paz	2
Maricopa	38
Mohave	4
Navajo	0
Pima	16
Pinal	8
Santa Cruz	1
Yavapai	2
Yuma	1



Student to School Psychologist Ratio

County	# of students for each school psychologist (If all positions are filled)	# of students for each school psychologist (Actual as of Oct. 1, 2023)
Apache	640	801
Cochise	614	636
Coconino	674	703
Gila	801	903
Graham	1,598	1,598
Greenlee	1,799	1,799
La Paz	418	679
Maricopa	799	833
Mohave	955	1,145
Navajo	1,464	1,464
Pima	771	845
Pinal	693	766
Santa Cruz	1,357	1,569
Yavapai	403	419
Yuma	976	1,002

The National Association of School Psychologists (NASP) recommends a ratio of 500 students to 1 school psychologist.

To achieve this ratio, Arizona would need to add 13 FTE school psychologists.

- 1-500
- 501-1,000
- 1,000 or more



Unmanageable caseloads

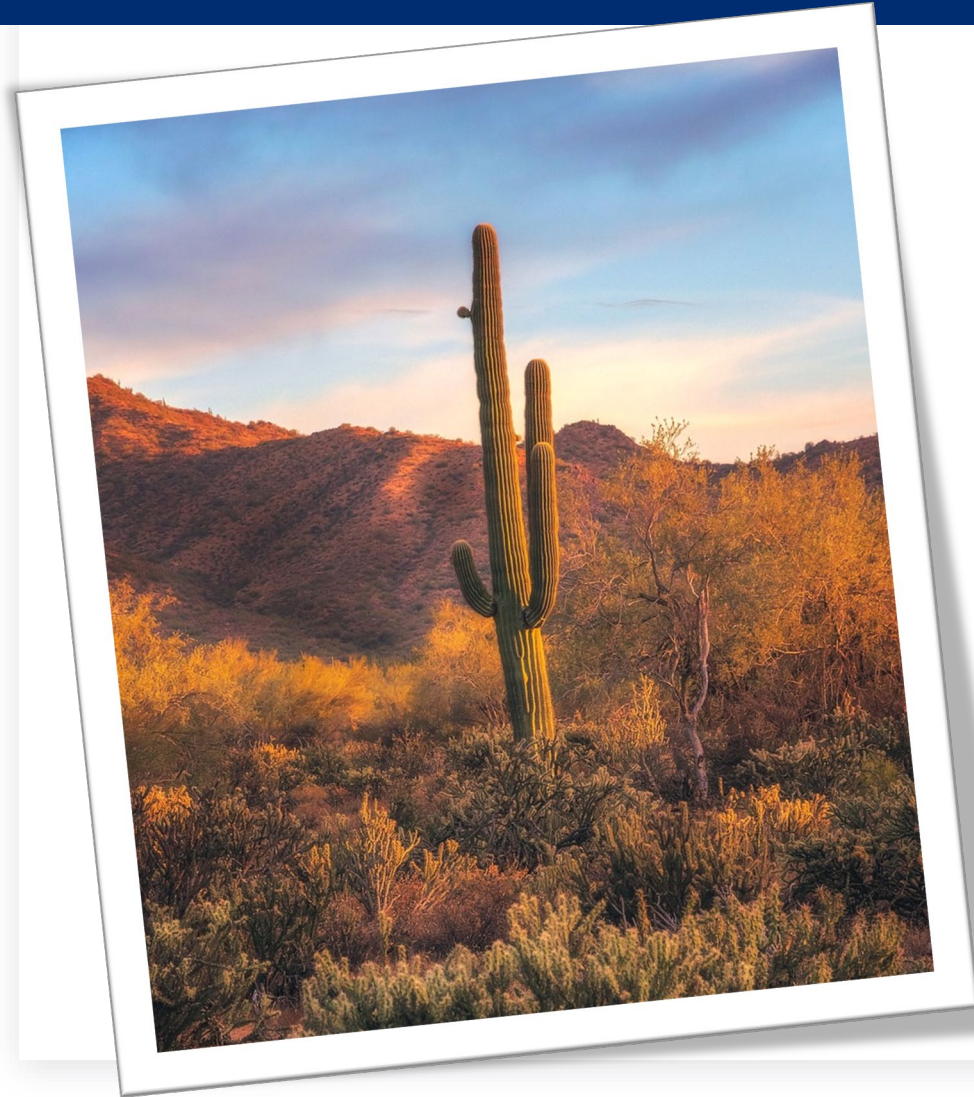
Inability of school psychologists to provide prevention and intervention services or to regularly consult with school personnel and families

Limited access to mental and behavioral health services for students

Limited service delivery to students not identified through special education



ADE/ESS and AASP Partnership



Quarterly meetings

Targeted professional learning

Collaborations

Elevating voice and providing
recognition

Thank you!

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Visit ESS's [Recruitment and Retention web page](#)

