



Arizona Teacher Shortage Fall 2024 Preliminary Report

The Arizona Department of Education Educator Recruitment and Retention (ERR) unit, in partnership with the State Board of Education, contacted Arizona Local Education Agencies (LEAs) on August 5th, 2024, to gather information on how the teacher shortage is affecting each LEA. Of the 449 LEAs contacted, 269 LEAs responded and submitted data. This represents approximately 60% of Arizona LEAs. The sample represents public districts (158) and public charters (111).

Summary of Results

The responding LEAs planned to staff over 48,000 full-time employment (FTE) positions based on student enrollment. The sample represents approximately 80% of the FTE positions of public district and charter teachers.

LEAs were asked to report on the number of FTE positions being “covered” or staffed in different ways due to being unable to traditionally staff positions through a posted position, interview, and hire process. The survey results show that 2,828 FTE positions were reported as “covered,” representing approximately 6% of all planned FTE. Table 1 displays the complete results for seven questions LEAs were asked regarding covering current vacancies.

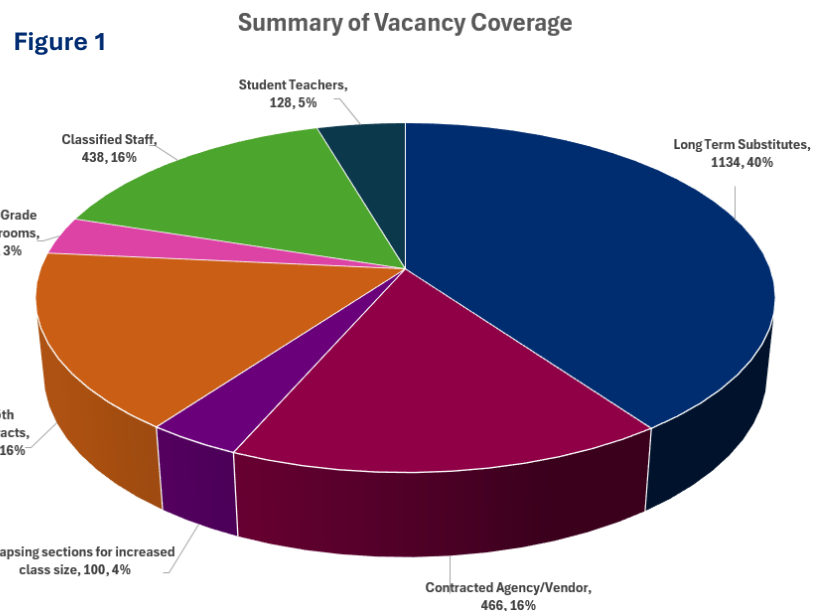
Table 1: Summary of 269 LEAs Responses to Survey

	ALL LEAs	% of Total FTE	Public District	% Public District FTE	Public Charter	% Public Charter FTE
Approximately how many students does your school district or charter serve?	842,287		717,176		125,111	
Based on your projected enrollment and/or student requests, how many overall certified teacher positions did you plan for the 2024-2025 school? (Total FTE)	48,661		42,447		6,214	
How many FTE are you currently covering with long term substitutes?	1134	2.3%	954	2.2%	180	2.9%
How many FTE did you cover by using a contracted agency/vendor personnel because you could not fill it through a traditional hiring method?	466	1.0%	340	0.8%	126	2.0%
How many FTE did you cover by collapsing section into the remaining filled positions, resulting in teachers with class sizes that exceed your district/charter's recommended class size?	100	0.2%	46	0.1%	54	0.9%
How many FTE did you cover by having teachers work 6/5th contracts (through their prep or planning time)?	464	1.0%	395	0.9%	69	1.1%
How many FTE did you cover by creating multi-grade classes that you would not have otherwise created if you could have hired teachers to cover the separate grade levels?	99	0.2%	54	0.1%	45	0.7%
How many FTE did you cover by having classified personnel (such as paraprofessionals) participate in alternative staffing models?	438	0.9%	317	0.7%	122	2.0%
How many FTE did you cover by contracting student teachers?	128	0.3%	108	0.3%	20	0.3%
TOTAL FTE Being "Covered"	2828	5.8%	2213	5.2%	615	9.9%

Figure 1 summarizes the LEAs survey responses in Table 1 in both the number and percent of vacancies being covered. By far, the most common way to cover a vacancy is with a long-term substitute, with 1,134 total FTE being covered in that way representing 40% of the 2,828 vacancies.

The 6/5th teacher contracts cover 464 vacancies, or 16% of the total vacancies. This equates to approximately 2,320 teachers teaching through what would have been their planning period.

Contracted agency hires and classified staff coverage each make up approximately 16% of the vacancies with 466 and 438 vacancies being covered respectively.





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Unplanned Vacancies

In addition to asking how vacancies were being covered, the ERR unit also asked how many vacancies were unplanned. An unplanned vacancy includes teachers who resigned after July 1st or did not report to work at the start of the school year. A total of 517 teachers are in this category. See Table 2 for complete results.

Table 2: Summary of Unplanned Vacancies

	ALL LEAs	% of Total FTE	Public District	% Public District FTE	Public Charter	% Public Charter FTE
How many "career teachers" either resigned after July 1 or did not report to work at the start of the school year?	359	0.7%	226	0.5%	133	2.1%
How many "career teachers" have resigned since the school year started?	158	0.3%	101	0.2%	57	0.9%
TOTAL UNPLANNED VACANCIES	517	1.1%	327	0.8%	190	3.1%

LEAs Actively Recruiting FTE

Finally, the ERR unit asked how many FTE positions LEAs are still actively trying to fill through a traditional hire. There are 1,385 positions still posted, representing almost 3% of the FTE needed to be fully staffed (see Table 3).

Table 3: Summary of Positions LEAs are Actively Recruiting

	ALL LEAs	% of Total FTE	Public District	% Public District FTE	Public Charter	% Public Charter FTE
How many FTE do you still have posted as an unfilled position you hope to fill for this school year?	1385	2.8%	1,222	2.9%	163	2.6%

Follow-up report coming late fall

In addition to the information provided in this preliminary report, Educator Recruitment and Retention will release a comprehensive report in the late fall that will summarize teaching certificate information for educators teaching in all Arizona public districts and charter schools in Year 2024/25 as reported in the Teacher Input Application. Specifically, we will report on classroom teachers that are uniquely certified in the following ways:

- Subject Matter Expert
- Alternative Teaching
- Specialized Secondary STEM
- International Teaching
- Emergency Teaching
- Substitute PreK-12
- Student Teaching Intern

Please visit the ADE Educator [Recruitment and Retention Repository](#) for access to this report and others