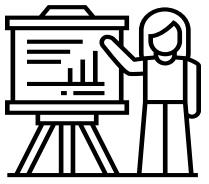




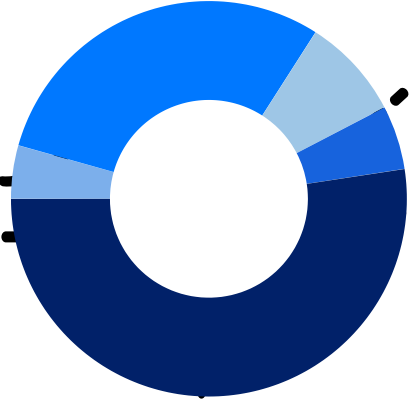
## 2021 Recruitment and Retention Survey Results

Every year AZ CSPD: R&R sends a survey to ECE educators in Arizona. In 2021, 1,271 educators, in 297 different sites, answered questions about the early childhood field.



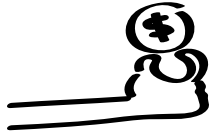
**93**

ECSE Standard Professional Teaching Certificates issued



**139**

sites reported they are lucky to get one applicant apply for a position



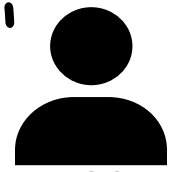
**378**

educators have left their position due to low compensation



**40%**

sites reported filling positions with unqualified candidates



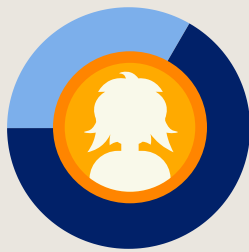
**162**

sites reported at least one open position

## WHO TOOK THE SURVEY?



**65% ECE/ECSE EDUCATORS**



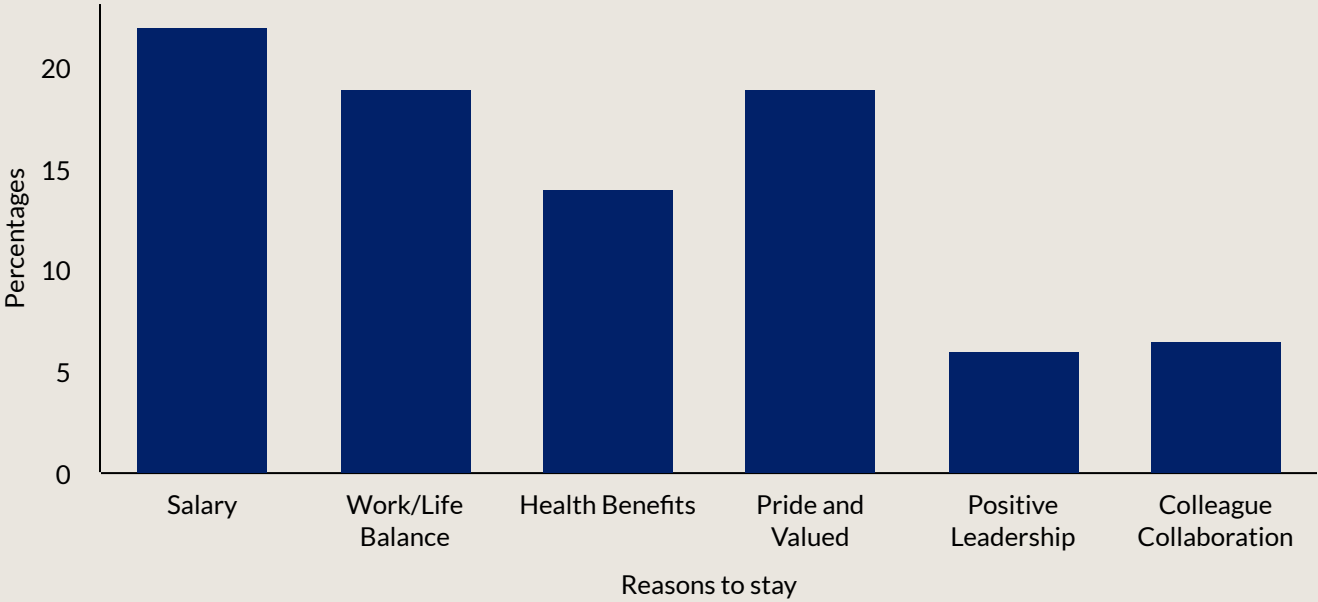
**10% EI EDUCATORS**



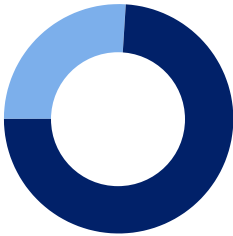
**4% ADMINISTRATORS**

# THE EDUCATOR'S VOICE

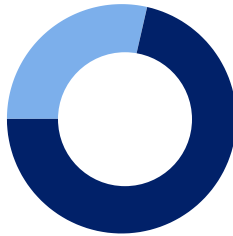
## Top Reasons Educators Stay



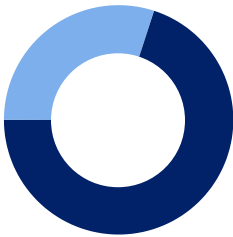
## REASONS THEY LEAVE



Poor Leadership  
29%



Did not feel valued  
26%



Low Compensation  
30%



Overworked/  
burnout  
41%

## SITE REPORTS

### Open positions

