

# The 2023 Arizona Educator Working Conditions Study

## Executive Summary of Topline Findings

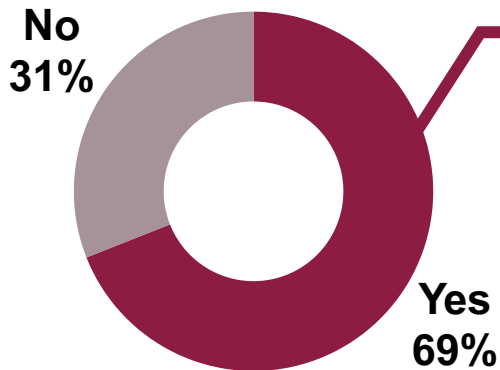
### Who did we hear from?

Across three surveys we heard from **7,788** current K-12 educators, **733** former K-12 educators, and **932** education support professionals and other classified staff.

We spoke to **50** current K-12 educators across nine (9) focus groups and interviewed another **16** former educators who recently left the profession.

### What is the current landscape?

Roughly **70%** of current educators said they have considered leaving the profession in the past year.



Of those who considered leaving...

**54% or 2,867 educators** are Somewhat to Very likely to leave in the next 1-2 years.

### What is driving educators to stay?

Educators consistently agreed that they remain in the profession because they feel like they **make a difference in students' lives**. **Supportive leadership** and **sense of community** were also top factors positively impacting educator retention.

### What issues came up most?

**SALARY**



**WORKLOAD**



**LEADERSHIP**



**MENTAL HEALTH**



**STATE POLICIES**



## Salary

Only 16% of current educators agree that satisfactory salary drives them to stay.

### Issues

- Too low
- Not compensated for additional duties
- Pay differs across schools, Districts, and geography
- Salary compression and lack of increases for existing educators

### Solutions from educators

- Competitive Salaries
- Compensation for additional duties and off contract hours
- Salary schedule
- Increased pay for educators with more education or experience

## Workload

Only 33% of current educators agree that satisfactory workload drives them to stay.

### Issues

- Too much work
- Expectation to complete additional duties
- Not enough support staff
- Not enough time to complete work
- Working outside of contract hours

### Solutions from educators

- Hire more educators and support staff
- Build in more planning/professional time during contract hours
- Track and cap hours spent outside of contract time
- Weekly and yearly calendar adjustments

## School Leadership

79% of current educators said that providing incentives to retain high-quality leadership is very or extremely important for improving retention.

### Issues

- Educators feel unsupported
- Out of touch with the classroom experience
- Educators do not feel valued by leadership
- Turnover in leadership
- Leadership asking for too much
- Leadership not incentivizing people to stay

### Solutions from educators

- Provide more support
- Listen to educators
- Hire and retain good leadership
- Have leadership teach in the classroom
- Recognize the hard work of educators

## Mental Health

Nearly 75% of each survey sample said that providing mental health support to educators and students is very or extremely important for educator retention. 80% of former educators left the profession because they felt burned out.

### Issues

- Burnout
- Poor mental health
- Stress
- Frustration
- No support for educator mental health

### Solutions from educators

- Prioritize educator mental health
- Ensure work-life balance

## State Policies

Only 7% of current educators agreed that feeling supported by state-level policies drives them to stay. 70% of former educators left because they felt micro-managed by state policies.

### Issues

- Education is underfunded
- Policies are not good for students
- Inequitable funding
- Educators feel scared/threatened by policies

### Solutions from educators

- Provide more funding
- Evidence-based policies that are best for children