

GOVERNOR KATIE HOBBS

STATE OF ARIZONA

EXECUTIVE ORDER

Executive Order 2023-07

Establishing the Educator Retention Task Force

WHEREAS, the 2020 Arizona Teacher Workforce Report estimated that 60,000 teachers worked in public schools in Arizona; and

WHEREAS, our school communities are made up of not only teachers but also education support professionals who help enrich the educational experience of all students; and

WHEREAS, an estimated 25,000 individuals currently hold a teaching certification in Arizona yet are not working in classrooms today; and

WHEREAS, the Arizona Teacher Workforce Report indicated that the average length of teaching experience is four years, reflecting a high teacher attrition rate after the first four years in the profession; and

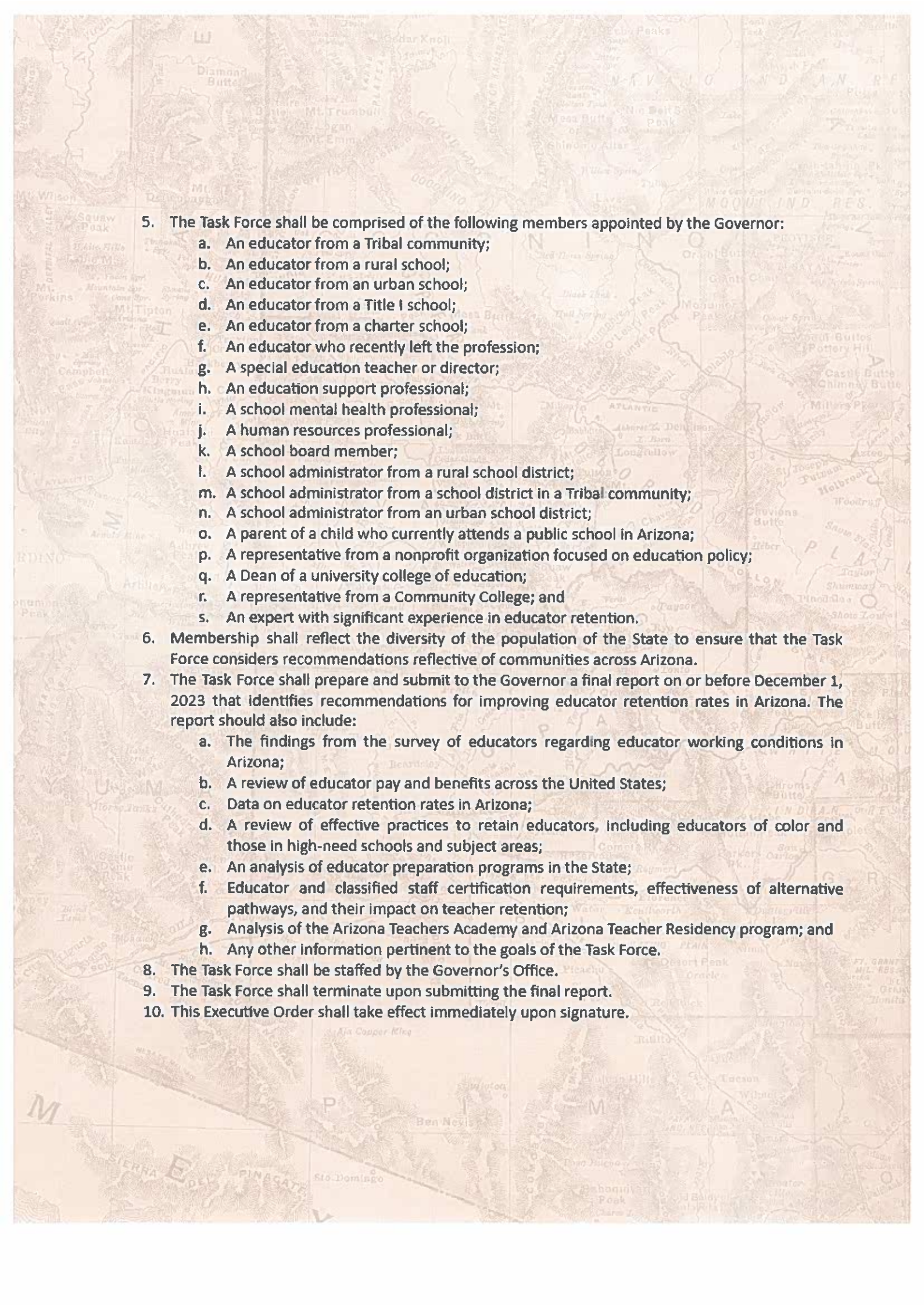
WHEREAS, reporting from the National Education Association ranked Arizona 44th in the nation for average teacher salaries at \$52,157 – more than \$13,000 less than the national average of \$65,293; and

WHEREAS, working conditions such as classroom sizes, workload, lack of resources, access to professional learning opportunities, lack of school support staff, and poor infrastructure affect educators' longevity in the classroom; and

WHEREAS, Arizona educators deserve to be listened to, respected, and provided adequate resources and tools to successfully educate our future generations.

NOW, THEREFORE, I, Katie Hobbs, Governor of the State of Arizona, by virtue of the power vested in me by the Arizona Constitution and the laws of this State, hereby order and direct as follows:

1. The Governor's Educator Retention Task Force (the "Task Force") is created to study and make recommendations to address the educator retention crisis in the State of Arizona.
2. The Task Force shall conduct stakeholder meetings and roundtable discussions across the State to gather feedback from educators.
3. The Task Force shall conduct an Educator Working Conditions Survey.
4. The Task Force shall be chaired by the Governor or her designee(s). The Governor shall designate another member of the Task Force as vice-chair.

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5. The Task Force shall be comprised of the following members appointed by the Governor:
 - a. An educator from a Tribal community;
 - b. An educator from a rural school;
 - c. An educator from an urban school;
 - d. An educator from a Title I school;
 - e. An educator from a charter school;
 - f. An educator who recently left the profession;
 - g. A special education teacher or director;
 - h. An education support professional;
 - i. A school mental health professional;
 - j. A human resources professional;
 - k. A school board member;
 - l. A school administrator from a rural school district;
 - m. A school administrator from a school district in a Tribal community;
 - n. A school administrator from an urban school district;
 - o. A parent of a child who currently attends a public school in Arizona;
 - p. A representative from a nonprofit organization focused on education policy;
 - q. A Dean of a university college of education;
 - r. A representative from a Community College; and
 - s. An expert with significant experience in educator retention.
 6. Membership shall reflect the diversity of the population of the State to ensure that the Task Force considers recommendations reflective of communities across Arizona.
 7. The Task Force shall prepare and submit to the Governor a final report on or before December 1, 2023 that identifies recommendations for improving educator retention rates in Arizona. The report should also include:
 - a. The findings from the survey of educators regarding educator working conditions in Arizona;
 - b. A review of educator pay and benefits across the United States;
 - c. Data on educator retention rates in Arizona;
 - d. A review of effective practices to retain educators, including educators of color and those in high-need schools and subject areas;
 - e. An analysis of educator preparation programs in the State;
 - f. Educator and classified staff certification requirements, effectiveness of alternative pathways, and their impact on teacher retention;
 - g. Analysis of the Arizona Teachers Academy and Arizona Teacher Residency program; and
 - h. Any other information pertinent to the goals of the Task Force.
 8. The Task Force shall be staffed by the Governor's Office.
 9. The Task Force shall terminate upon submitting the final report.
 10. This Executive Order shall take effect immediately upon signature.

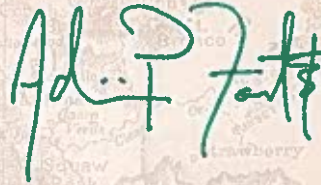
IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona



GOVERNOR

DONE at the Capitol in Phoenix on this second day of February in the Year Two Thousand Twenty-Three and of the independence of the United States of America the Two Hundred and Forty-Seventh.

ATTEST:



SECRETARY OF STATE

