



Key facts from the upcoming report:

Finding & Keeping Educators for Arizona's Classrooms

FACT: Arizona annually is **losing more teachers** than bachelor of education degrees produced by its three universities.

22% of teachers hired between 2013 and 2015 were not teaching in Arizona after one year

42% of Arizona teachers hired in 2013 left the profession within three years

52% of Arizona charter school teachers hired in 2013 left within three years

Sources: Arizona Department of Education and Arizona Board of Regents

FACT: When adjusted for cost-of-living, Arizona elementary school teacher pay is the **lowest in the nation**. High school teacher pay ranks 49th of the 50 states.

Sources: U.S. Bureau of Labor Statistics Occupational Employment Statistics Survey 2015 and U.S. Bureau of Economic Analysis Regional Price Parities 2014

FACT: When adjusted for inflation, elementary school teachers here are **paid 11% less** than in 2001. Arizona secondary teachers are being **paid 10% less**.

<u>Median pay for Arizona Teachers</u>	<u>2016</u>	<u>2001</u> (adjusted for inflation to 2016)
Elementary teachers	\$40,860	\$46,036
Secondary teachers	\$46,070	\$51,254

Source: U.S. Bureau of Labor Statistics

FACT: 74% of Arizona school administrators surveyed said their campuses are experiencing a **shortage of teachers**.

85% of rural school administrators say hiring new teachers is somewhat or extremely difficult

77% of urban school administrators say hiring teachers is somewhat or extremely difficult

Source: Morrison Institute for Public Policy survey



FACT: Arizona teacher rosters do not reflect state demographics, offering **limited role models for children of color**.

14% of Arizona teachers are Latino, compared with 44% of K-12 students

78% of Arizona teachers are White, compared with 41% of K-12 students

Source: Arizona Department of Education



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