Welcome

Thank you for your interest in sharing the findings of the report Arizona State Funding Project: Addressing the Teacher Labor Market Challenge. In partnership with the Rodel Foundation of Arizona and the Ellis Center for Educational Excellence, the Arizona Community Foundation commissioned this report to confront the facts about public education funding in Arizona. This report allows our state’s leaders and citizens to join us in taking that first step, providing an in-depth analysis of the Arizona teacher labor market and the factors that have weakened it over the years. We hope that you will be able to use the data in this report to craft smart solutions that pave the way to a healthier teacher labor market.

About the report

This report was conducted by Education Resource Strategies (ERS) on behalf of the Arizona Community Foundation, Rodel Foundation of Arizona and the Ellis Center for Educational Excellence. ERS is a national nonprofit that partners with district, school, and state leaders to transform how they use resources so that every school prepares every child for tomorrow.

The data in this report are intended to:

- Provide context on the current state of the Arizona public education system.
- Identify the challenges that we collectively face when considering ways to improve the system.
- Start a conversation about potential solutions among community leaders, businesses, agencies, and organizations.

In order to fully achieve these goals, we encourage you to amplify the findings that resonate with you by leveraging the communication tools and platforms available to you.

Tools to share the facts

This toolkit contains pre-written content for you to customize, package, and share within your organization’s networks, including:

- ✔ Key messages from the report
- ✔ A sample blog, email or newsletter article
- ✔ Posts for various social media channels
Talking points

Below is a concise list of key messages for community leaders to share when discussing the report.

• Teacher effectiveness is the most important variable in the quality of student outcomes.
• Arizona struggles to attract and retain a strong and effective teacher workforce.
• As a result of high turnover and attrition, Arizona students are unlikely to have a highly effective teacher three years in a row.
• Low teacher salaries are a primary challenge leading to this unhealthy teacher labor market.
• Addressing the teacher workforce challenge will require new and strategic investments.

Sample newsletter article

If your organization regularly distributes a newsletter to stakeholders by mail or email, consider adding a story about this report and its findings. Customize the article by including quotes from your own leaders and board members.

[Headline of your choosing]

A new report, Arizona State Funding Project: Addressing the Teacher Labor Market, reveals important findings about the state of our public education system.

This study demonstrates the extent of the challenges we collectively face when it comes to public education funding. The education labor market struggles to attract and retain talent, leaving us with the highest teacher turnover rate in the United States. Other challenges impacting Arizona’s teacher labor market include poor working conditions, lack of support, and high pupil-to-teacher ratios.

While the study emphasizes the gravity of our current situation, it also sparks an important conversation among our state’s leaders, educators, and citizens. Once we recognize the starting point for change, we can begin to collaborate to ensure circumstances improve for our teachers and students in the future.

[Your organization name] is joining the effort to improve Arizona’s public education system, but we cannot act on our own. Your leadership, insight, expertise and passion is also needed to inspire real change.

Get started by learning the facts.

Social media posts

Share key findings about Arizona’s teacher labor market with your audiences on social media platforms like Facebook, Twitter, and LinkedIn. You may use these posts as written, or as a starting point for your own ideas. Your posts can link directly to www.azfoundation.org/TeacherLaborMarket.

Sample Facebook/LinkedIn Posts

- Students with a highly effective teacher have significantly greater growth in one year, but high turnover and attrition in Arizona means students are unlikely to have a highly effective teacher three years in a row. Learn how our education system got to this point at azfoundation.org/TeacherLaborMarket.

- When it comes to attracting teachers to the profession, Arizona is one of the worst states in the U.S. Get educated about the state of education by reading the latest report on Arizona’s teacher labor market. Download the full report at azfoundation.org/TeacherLaborMarket.

- How can students learn without effective teachers in the classroom? Arizona has the highest teacher turnover rate in the United States, with 24% of teachers leaving their schools every year. Learn the facts about the Arizona teacher labor market at azfoundation.org/TeacherLaborMarket.

- Although Arizona students have made gains on recent NAEP assessments, Arizona performance has been at the bottom end of all states for over a decade. It’s time for that to change. Learn how we got here and how we can move forward at azfoundation.org/TeacherLaborMarket.

Sample Tweets

- #ArizonaTeachers cite pay as the main reason for leaving the profession at a far greater rate than the national average. See how Arizona ranks nationally in the latest report addressing Arizona’s teacher labor market at azfoundation.org/TeacherLaborMarket.

- Due to high turnover and attrition, Arizona is in the bottom five of all states for percent of novice teachers in the classroom. Find the facts about #AZEducation labor market at azfoundation.org/TeacherLaborMarket.

- Even with recent improvements in teacher pay, it will take the average #ArizonaTeacher nearly 15 years to earn a family living wage. Learn more facts about #AZEducation at azfoundation.org/TeacherLaborMarket.

- #ArizonaTeachers leave the teaching profession at nearly 3x the national median. Get educated about the state of education at azfoundation.org/TeacherLaborMarket.

- Did you know Arizona reports more teacher shortages in “easy to staff areas” than all but four other states? Find the facts at azfoundation.org/TeacherLaborMarket.