## Which Comes First, the Chicken or the Egg? Recruitment and Retention in AZ

Presenters: Steve Larson and Bruce DuPlanty, ADE

Is the educator shortage problem in the state a result of not being able to recruit teachers or not being able to retain the effective ones? The answer is yes! This session will explore the causes and effects of the factors that impact recruiting and retaining effective teachers in the state, looking at the issue from a variety of perspectives, including rural, remote, high needs areas, and other factors affecting the issue.

**Intended Audience**: School Administrators, Federal Grants Administrators, Human Resources Staff, Other District Level Employees, Governing Board Members