



ARIZONA DEPARTMENT OF EDUCATION

Memorandum

To: Special Education Directors
From: Exceptional Student Services
Date: October 31, 2025
Re: Teacher Attrition Survey

The Arizona Department of Education (ADE) Teacher Attrition Survey is an annual data collection tool administered by Exceptional Student Services (ESS) to all public education agencies (PEAs) in Arizona. The purpose of the survey is to:

- Track and quantify special education personnel shortages statewide.
- Gather data on staffing trends, including turnover and retention of special education directors, special education teachers, paraprofessionals, and related service providers.
- Provide ADE/ESS with critical data to drive recruitment and retention programs, addressing Arizona's ongoing shortage of qualified special education personnel.

The survey must be completed in the ESS Data Surveys application in ADEConnect by all PEAs. To complete the survey, access ADEConnect through your student information system (SIS) or via the [ADEConnect portal](#). The survey is open from November 1, 2025, to January 31, 2026. Please note that failure to complete the survey by the deadline may result in federal IDEA funds being withheld until the Survey is submitted.

Find answers to frequently asked questions on the [Teacher Attrition Survey webpage](#).

For technical issues, [email ESS Data Management](#).

For content-related questions, [email ESS Recruitment and Retention](#).

Thank you for completing the Teacher Attrition Survey.