



# Exceptional Student Services

## Memorandum

**To:** Special Education Directors  
**From:** Professional Learning and Sustainability Unit  
**Date:** November 1, 2024  
**Re:** Teacher Attrition Survey

ADE/ESS is acutely aware of the shortage of qualified special education teachers and related service providers across Arizona. ESS has multiple activities and programs to support public education agencies that confront this shortage every school year. An important tool used to make informed decisions about recruitment and retention efforts is the annual Teacher Attrition Survey.

Completion of the Teacher Attrition Survey is mandatory for all public education agencies in Arizona. Data from the attrition survey is used to help ADE/ESS track, quantify, and understand special education personnel shortages in Arizona.

To complete the survey, access the application "ESS Data Surveys" in ADEConnect. You can access ADEConnect either through your student information system (SIS) or via the [ADEConnect portal](#). The survey opened on November 1, 2024, and will close on January 31, 2025. Please note that failure to complete the survey by the deadline may cause federal IDEA funds to be held until the Survey is submitted.

Answers to frequently asked questions regarding the survey can be located on the [Teacher Attrition Survey web page](#). If you have additional questions related to troubleshooting technical challenges, please email the [ESS Data Management Inbox](#). If you have questions related to the content or intent of a question, please email the [ESS Recruitment and Retention Inbox](#).

Thank you for completing the Teacher Attrition Survey.