

Stewardship of Human Resources

STRATEGIC GOAL 4:

TO BUILD CAPACITY TO ACHIEVE A PREMIER WORKFORCE THAT FOSTERS A PROFESSIONAL AND SUPPORTIVE TEACHING AND LEARNING ENVIRONMENT

A. To maintain a stable and effective faculty and support staff workforce.

Base: SY2014-15: See table and measures below

Target: SY2019-20: See table and measures below

KPI	Teacher Attrition Rate*	Admin Attrition Rate*	Classified Attrition Rate*	HQ Status
Base	District: 10.02%	Sch. Admin: 4.0% Other Admin: 2.9%	School: 12.1% Other: 9.27%	99.5%
Target	District: $\leq 15\%$ and no schools greater than 10 percentage points from district	Sch. Admin: $\leq 15\%$ Other Admin: $\leq 15\%$	School: $\leq 15\%$ Other: $\leq 15\%$	$\geq 99\%$

Teacher Attrition Rate:

2009-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
5.3%	4.9%	4.4%	7.3%	8.4%	9.9%	10.02%

Other Attrition Rates:

	2012-13	2013-14	2014-15
School Administrators	5%	6.3%	4%
Other Administrators:	0%	2.8%	2.9%
School Classified staff	11.7%	12.6%	12.1%
Other Classified Staff	13.2%	4.3%	9.3%

Highly Qualified status:

2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
98.2%	98.7%	99.7%	99.7%	99.8%	99.8%	99.5%

Note:

HiQ and vacancy shall be measured by the October Certified/Classified Personnel Information (CPI) data collection.

*Attrition rate excludes retirements, terminations, non-renewal of contracts, and deceased employees.