

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: 9.3%	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:

2014-15	2015-16
10.02%	11.4%

Other Attrition Rates:

	2014-15	2015-16
School Administrators	4%	1.5%
Other Administrators:	2.9%	6.5%
School Classified Staff	12.1%	11.4%
Other Classified Staff	9.3%	9.6%

Highly Qualified status:

2014-15	2015-16
99.5%	99.74%

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.