

Stewardship of Human Resources

STRATEGIC GOAL 4:

TO BUILD PROFESSIONAL CAPACITY IN ORDER TO ACHIEVE A PREMIER STUDENT-FOCUSED WORKFORCE

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

Base: SY2015-16: See table and measures below

Target: SY2019-20: See table and measures below

KPI	Attrition Rates**		
	Teacher	Administrators	Classified
Base	District: 12%	School Admin: 5% Other Admin: 5%	School: 12% Other: 13%
Target	District: $\leq 17\%$ and no schools greater than 10 percentage points from district	School & Other Admin: $\leq 15\%$	School: $\leq 17\%$ Other: $\leq 17\%$

Teacher Attrition Rate:

2016-17
12.92%

Other Attrition Rates:

	2016-17
School Administrators	4.1%
Other Administrators:	13.11%
School Classified Staff	11.14%
Other Classified Staff	10.33%

Note:

** Starting with 2016-2017 the attrition rate includes retirements, terminations, non-renewal of contracts, and deceased employees.

2018 System Level Report	Savannah-Chatham County		Statewide System Average	
	Counts	Percentage		
New Teachers	326	12.27%	17.19%	
-- Clear Renewable	131	40.18%	55.21%	
-- Nonrenewable	188	57.67%	36.14%	
-- Special Education	62	19.02%	28.03%	
-- Certification Levels	<i>Level 4</i>	180	55.21%	47.29%
	<i>Level 5</i>	113	34.66%	32.05%
	<i>Level 6</i>	17	5.21%	10.59%
	<i>Level 7</i>	4	1.23%	1.43%
-- Experience Levels	<i>Low</i>	179	54.91%	38.63%
	<i>Mid</i>	132	40.49%	50.1%
	<i>High</i>	15	4.6%	9.49%
Teacher Attrition	446	16.79%	16.08%	
-- Clear Renewable	324	11.83%	11.87%	
-- Nonrenewable	116	4.24%	2.89%	
-- Special Education	94	3.43%	4.82%	
-- Certification Levels	<i>Level 4</i>	160	35.87%	31.72%
	<i>Level 5</i>	221	49.55%	39.16%
	<i>Level 6</i>	49	10.99%	19.66%
	<i>Level 7</i>	8	1.79%	2.59%
-- Experience Levels	<i>Low</i>	81	18.16%	17%
	<i>Mid</i>	270	60.54%	54.1%
	<i>High</i>	95	21.3%	25.34%
-- Experience Continuity	N/A	0.86	0.92	
Clear Renewable Teachers	2026	76.28%	81.26%	
-- New	131	6.47%	13.16%	
-- Attrition	324	15.99%	15.93%	
-- Special Education	428	21.13%	29.93%	
-- Needing Renewal	1819	89.78%	92.09%	
-- Certification Levels	<i>Level 4</i>	594	29.32%	31.19%
	<i>Level 5</i>	1030	50.84%	43.5%
	<i>Level 6</i>	325	16.04%	22.72%
	<i>Level 7</i>	70	3.46%	2.27%
-- Experience Levels	<i>Low</i>	25	1.23%	2.93%
	<i>Mid</i>	1473	72.7%	68.56%
	<i>High</i>	528	26.06%	28.51%
Special Education Teachers	530	19.95%	28.22%	
-- New	62	11.7%	18.53%	
-- Attrition	91	17.17%	17.41%	
-- Clear Renewable	425	80.19%	85.06%	
-- Needing Renewal	385	72.64%	78.21%	
-- Certification Levels	<i>Level 4</i>	146	27.55%	35.32%
	<i>Level 5</i>	295	55.66%	42.33%
	<i>Level 6</i>	68	12.83%	20.05%
	<i>Level 7</i>	21	3.96%	1.85%
-- Experience Levels	<i>Low</i>	63	11.89%	10.82%
	<i>Mid</i>	377	71.13%	69.78%
	<i>High</i>	90	16.98%	18.95%

