

# 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: ≤ 17% and no schools greater than 10 percentage points from district	School & Other Admin: ≤ 15%	School: ≤ 17% Other: ≤ 17%

**Teacher Attrition Rate:**

2016-17	2017-18
12.92%	16.14%

**Other Attrition Rates:**

	2016-17	2017-18
School Administrators	4.1%	9.8%
Other Administrators:	13.1%	6.6%
School Classified Staff	11.1%	13.3%
Other Classified Staff	10.3%	13.4%

Note:

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