

**Stewardship of Human Resources
Strategic Goal 2
Strategic Objective D**



Objective: To provide information on the effectiveness of the District's management of its Human Resources.

Target A: Certified Staff

Target: Teacher turnover rate for the District will be no more than 15 percent by the end of 2012, excluding terminations, non-renewal of contracts, retirements, and deceased employees.

Baselines for this objective (SY 2007-2008):

National average: 16.8 percent

District Average: 14.6 percent

- **Teacher turnover rate for the 2009-2010 school year was 4.97%.**

Target: District will maintain a minimum of 98 percent highly qualified teachers as measured by the October Certified/Classified Personnel Information (CPI) data collection.

Baseline for this objective (SY 2008-09): 98.2%

Note: Baseline reset due to state highly qualified formula change

- **98.7% of teachers were highly qualified for the 2009-2010 school year.**

Target B: Non-Certified Staff

Target: All position (job) descriptions will be aligned with actual staff duties by the end of fiscal year 2011 as measured by the number of position (job) descriptions approved in the 2006 "signature" format divided by the number of active position titles in the District's AHRS personnel data system.

Baseline for this objective (SY 2007-2008): 65 percent

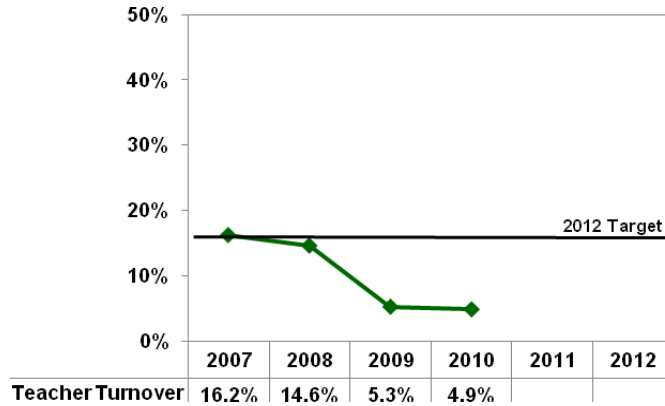
- **98% (429 of 437 job codes) of job descriptions are aligned as of January 2010.**

Target: By the end of school year 2010- 2011, all school level administrative staff members will complete District training on the duties associated with their position within two months of assignment to that position. Administrative staff members are defined as Principals, Assistant Principals, Administrative Secretaries, and Information Specialists.

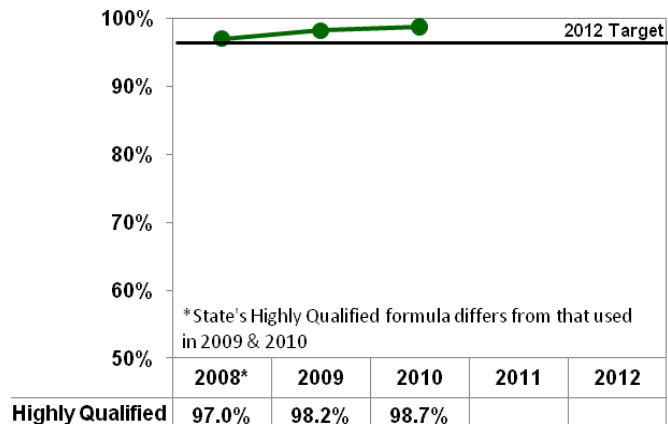
Baseline for this objective: SY2008-09: 100% of school administrative staff members were trained within two months of assuming a new position.

- **100% of all school administrative staff members were trained within two months of assuming new position.**

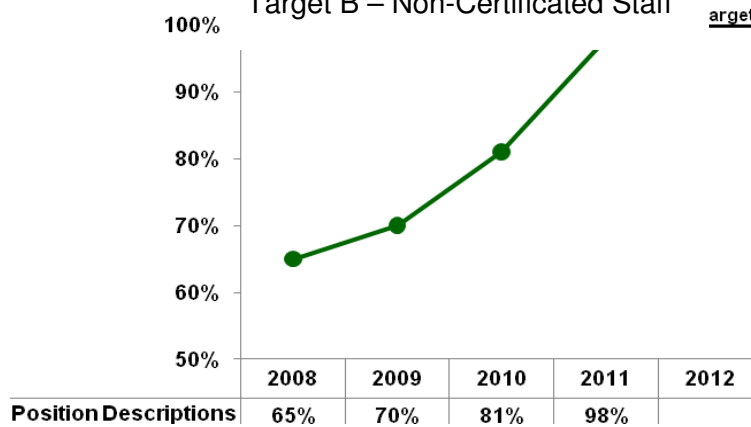
Target A – Certificated Staff



Target A – Certificated Staff



Target B – Non-Certificated Staff



Highly Qualified Teachers 2009-2010

All Subjects	All Schools	Charter Schools	Title I Schools
Chatham County	98.8%	100%	99%
State-wide	98.3%	94.4%	98.1%