

**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 2010-2011 school year was 4.4%.**

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

- **99.7% of teachers were highly qualified for the 2010-2011 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 2012 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

- **95% (395 of 417 job codes) of job descriptions are aligned as of January 2012.**

Target: By the end of school year 2011-2012, 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.**

Highly Qualified Teachers 2010-2011

All Subjects	All Schools	Charter Schools	Title I Schools
Chatham County	99.7%	100%	99%
State-wide	98.3%	94.4%	98.1%

School Data	Total Positions	Teacher Turnover	Percentage 2008	Total Positions	Teacher Turnover	Percentage 2009	Total Positions	Teacher Turnover	Percentage 2010	Total Positions	Teacher Turnover	Percentage 2011
Bartlett	51	12	23.5%	49	4	8.16%	42	2	4.76%	73	3	4.11%
Barrow	62	6	9.7%	62	3	4.84%	53	3	5.66%	58	6	10.34%
Beach High	91	18	19.8%	82	5	6.10%	87	4	4.60%	88	9	10.23%
Bloomington	62	2	3.2%	56	2	3.57%	54	1	1.85%	40	0	0.00%
Butler	78	13	16.7%	77	3	3.90%	69	4	5.80%	56	2	3.57%
Coastal GA Comp	29	3	10.3%	30	2	6.67%	35	3	8.57%	35	1	2.86%
Coastal Middle	76	12	15.8%	78	2	2.56%	82	0	0.00%	61	0	0.00%
Dererme Middle	79	8	10.1%	75	3	4.00%	76	2	2.63%	70	2	2.86%
Early College	9	1	11.1%	15	0	0.00%	20	2	10.00%	18	0	0.00%
East Broad	59	4	6.8%	61	3	4.92%	61	5	8.20%	62	1	1.61%
Ellis	55	4	7.3%	52	4	7.69%	51	4	7.84%	50	1	2.00%
Gadsden	62	9	14.5%	61	1	1.64%	62	4	6.45%	52	1	1.92%
Garden City	56	9	16.1%	55	7	12.73%	54	2	3.70%	53	7	13.21%
Garrison	48	12	25.0%	48	3	6.25%	44	3	6.82%	55	0	0.00%
Georgetown	65	13	20.0%	60	1	1.67%	63	5	7.94%	55	0	0.00%
Gould	60	6	10.0%	68	4	5.88%	66	6	9.09%	103	5	4.85%
Groves High	105	20	19.0%	100	9	9.00%	98	11	11.22%	193	2	1.04%
Haven	47	7	14.9%	44	1	2.27%	44	1	2.27%	43	4	9.30%
Heard	63	6	9.5%	69	1	1.45%	63	5	7.94%	49	3	6.12%
Hesse	52	7	13.5%	55	0	0.00%	60	1	1.67%	68	1	1.47%
Hodge	41	7	17.1%	44	3	6.82%	40	1	2.50%	40	2	5.00%
Hubert Middle	46	6	13.0%	41	3	7.32%	44	4	9.09%	55	4	7.27%
Islands Elementary	62	7	11.3%	68	1	1.47%	67	0	0.00%			
Isle of Hope	46	3	6.5%	53	2	3.77%	53	2	3.77%	59	1	1.69%
Jenkins	126	25	19.8%	120	3	2.50%	117	4	3.42%	108	8	7.41%
JG Smith	42	2	4.8%	42	2	4.76%	39	1	2.56%	37	0	0.00%
Johnson	115	14	12.2%	114	11	9.65%	107	4	3.74%	86	4	4.65%
Largo Tibet	53	4	7.5%	64	1	1.56%	58	1	1.72%	61	2	3.28%
Low Elem	56	6	10.7%	57	7	12.28%	58	5	8.62%	51	7	13.73%
Marshpoint Elem	93	6	6.5%	87	4	4.60%	83	0	0.00%	74	4	5.41%
May Howard	60	6	10.0%	61	0	0.00%	60	2	3.33%	64	4	6.25%
Mercer Middle	75	17	22.7%	72	0	0.00%	70	5	7.14%	62	2	3.23%
Myers Middle	68	11	16.2%	59	4	6.78%	61	5	8.20%	51	2	3.92%
New Alternative School	49	8	16.3%	45	4	8.89%	50	4	8.00%	56	1	1.79%
Oglethorpe Charter	38	2	5.3%	29	4	13.79%	33	0	0.00%	33	0	0.00%
Pooler	45	13	28.9%	46	2	4.35%	47	2	4.26%	44	3	6.82%
Pt. Wentworth	52	9	17.3%	54	1	1.85%	60	0	0.00%	47	1	2.13%
Pulaski	56	3	5.4%	57	0	0.00%	56	1	1.79%	54	3	5.56%
Savannah Arts	65	7	10.8%	62	3	4.84%	63	0	0.00%	61	2	3.28%
*Savannah High	90	20	22.2%	78	9	11.54%	92	5	5.43%	87	5	5.75%
Shuman Middle	66	12	18.2%	67	8	11.94%	47	3	6.38%			
Southwest Elem	63	8	12.7%	68	0	0.00%	61	3	4.92%	56	4	7.14%
Southwest Middle	82	28	34.1%	80	7	8.75%	73	5	6.85%	58	2	3.45%
Spencer	60	8	13.3%	52	2	3.85%	41	0	0.00%	45	1	2.22%
Thunderbolt	67	9	13.4%	54	1	1.85%	51	2	3.92%	45	2	4.44%
West Chatham Elem	66	9	13.6%	80	8	10.00%	75	5	6.67%	59	2	3.39%
West Chatham Middle	84	10	11.9%	87	2	2.30%	90	1	1.11%	82	5	6.10%
White Bluff	59	7	11.9%	62	0	0.00%	59	2	3.39%	58	3	5.17%
Windsor Forest Elem	52	7	13.5%	51	2	3.92%	44	1	2.27%	51	0	0.00%
Windsor High	88	26	29.5%	89	13	14.61%	91	13	14.29%	91	5	5.49%
Woodville Tompkins	18	4	22.2%	18	1	5.56%	23	3	13.04%	23	3	13.04%
Shuman Elementary												
Islands High												
TOTAL	2825	413	14.1%	2771	140	5.03%	2715	127	4.73%	3083	137	4.44%