

## **D. Stewardship of Human Resources**

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

**Baseline:** See baselines below.

**Target:**

1. Teacher turnover rate for the District will be no more than 10% by the end of 2014. No school will be more than 10% above the district average (excluding internal transfers, terminations, non-renewal of contracts, retirements, and deceased employees).

Baselines (SY 2007-2008):

National average: 16.8 percent

District Average: 14.6 percent

| 2009 | 2010 | 2011 | 2012 |
|------|------|------|------|
| 5.3% | 4.9% | 4.4% | 7.3% |

- a) District will maintain a minimum of 98% of all classrooms staffed with highly qualified teachers as measured by the October Certified/Classified Personnel Information (CPI) data collection.

Baseline (SY 2008-2009): 98.2%

**Note:** Baseline reset due to state highly qualified formula change

| 2009  | 2010  | 2011  | 2012  |
|-------|-------|-------|-------|
| 98.2% | 98.7% | 99.7% | 99.7% |

- b) All middle school core content area teachers will have their Reading endorsement or certification by June 2014 in order to provide literacy intervention strategies.

Baseline (SY 2011-2012): 40% (120) teachers

- c) Elementary and K-8 schools will have at least three Science endorsed teachers (K-5) by 2014.

Baseline (SY 2011-2012): 0 schools

2011-2012 Seven Elementary schools had two endorsed teachers.

2012-2013 Nine additional schools currently have two teachers taking the Endorsement course.

- d) All Elementary, Middle, K-8, Principals and Assistant Principals will complete the Reading Supervision course by June 2014.

Baseline (SY 2011-2012): 95% Principals, 0% Assistant Principals  
*Assistant Principal cohort began in SY 2012-13.*

- e) All school level administrative staff members will receive 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 SY 2008-2009: 100% of school administrative staff members were trained within two months of assuming a new position.

**Report:** The Administration will provide the Board of Education with a presentation of the Human Resources Stewardship showing progress against these stated goals

**Timing:** Presentation will be provided to the Board in February of each year.

**Ownership:** Executive Director, Human Resources Department

# Highly Qualified Teachers 2011-2012

| All Subjects   | All Schools | Charter Schools | Title 1 Schools |
|----------------|-------------|-----------------|-----------------|
| Chatham County | 99.7%       | 100%            | 99.84%          |
| State-wide     | 98.3%*      | 94.4%*          | 98.1%*          |

\* Data reflected is 2010-2011 data. State-level data for 2011-2012 is not available at this time