

Updated February 5, 2013

D. Stewardship of Human Resources

- a) **Objective:** The 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).

Baseline: (SY 2007-2008):

National average: 16.8 percent

District Average: 14.6 percent

Target: SY 2013-14:

District: $\leq 10\%$ teacher attrition rate

Schools: $\leq 10\%$ from district's attrition rate

Status:

2009	2010	2011	2012	2013
5.3%	4.9%	4.4%	7.3%	8.4

- b) **Objective:** The administrator attrition rate will be no more than 15% for the district and the classified attrition rate will be no more than 20% for the district.

Baseline: (SY 2012-2013):

School Administrators (Principal and Asst. Prin.): 5%

Other Administrators: 0%

School Classified Staff: 11.7%

Other Classified Staff: 13.2%

Target:

School Administrators (Principal and Asst. Prin.): $\leq 15\%$

Other Administrators: $\leq 15\%$

School Classified staff: $\leq 20\%$

Other Classified Staff: $\leq 20\%$

- c) **Objective:** To 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%

Target: By SY 2013-14: $\geq 98\%$

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

Status

2009	2010	2011	2012	2013
98.2%	98.7%	99.7%	99.7%	99.84%

- d) **Objective:** 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): 120 teachers, 40% of total

Target: By SY 2013-14: 100% of teachers

Current Status: 195 teachers, 65% of total

e) **Objective:** All Elementary and K-8 schools will have three or more Science endorsed teachers (K-5) by June 2014.

Baseline: (SY 2011-2012): 0 schools

Target: By SY 2013-14: 100% of schools

Current Status: Six schools have met the requirement.

Nine Elementary schools had two endorsed teachers.

30 teachers are currently enrolled in the program

f) **Objective:** 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 started in SY 2012-13*).

Target: By SY 2013-14: 100% Principals and 100% Assistant Principals.

Current Status: 98% Principals, 85% Assistant Principals

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 Division

Highly Qualified Teachers 2012-2013

All Subjects	All Schools	Charter Schools	Title 1 Schools
Chatham County	99.84%	100%	99.95%
State-wide	98.9%*	97.2%*	99.2%*