

## **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 2014-15:

District: <= 10% teacher attrition rate

Schools: <= 10% from district's attrition rate

**Status:**

2009	2010	2011	2012	2013	2014
5.3%	4.9%	4.4%	7.3%	8.4%	9.9%

- 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:** (SY 2014-2015):

School Administrators (Principal and Asst. Prin.): <= 15%

Other Administrators: <= 15%

School Classified staff: <= 20%

Other Classified Staff: <= 20%

**Status:**

	2013	2014
School Administrators	5%	6.3%
Other Administrators:	0%	2.8%
School Classified staff	11.7%	12.6%
Other Classified Staff	13.2%	4.3%

- 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 2014-15: >=99.7%

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

**Status:**

2009	2010	2011	2012	2013	2014
98.2%	98.7%	99.7%	99.7%	99.84%	99.81%

Updated February 4, 2015

	All Schools	Charter Schools	Title 1 Schools
Chatham County 2013-2014	99.81%	99.9%	99.998%
Chatham County 2012-2013	99.84%	100%	99.95%
Chatham County 2011-2012	99.7%	100%	99.84%
Chatham County 2010-2011	99.7%	100%	99%
State-wide 2010-2011	98.9%*	97.2%*	99.2%*

\* State-level data since 2010-2011 is not available

- d) **Objective:** All middle school core content area teachers will have their Reading endorsement or certification by June 2015 in order to provide literacy intervention strategies.

**Baseline:** (SY 2011-2012): 120 teachers, 40% of total

**Target:** By SY 2014-15: 100% of teachers

**Current Status:** 210 teachers, 70% of total

**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