



2016-2017 TURNOVER DATA
Cora Kelly School for Math, Science, and Technology
 Completed interviews: 6

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	31%	26%	13%
School district policies and/or practices	0	0%	10%	7%
Excessive workload or work hours	3	19%	8%	7%
Principal or Manager	1	6%	9%	12%
Unsafe conditions in the workplace; concerns about my personal safety	1	6%	3%	5%
Lack of recognition, appreciation and respect	1	6%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	1	6%	6%	6%
Parent or student conflicts	1	6%	3%	
Lack of advancement or promotional opportunities	0	0%	4%	12%
Required teaching methods and curriculum	1	6%	5%	
Training, development or continuing education required to perform the job	1	6%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	6%	3%	7%
Compensation, pay	0	0%	3%	11%
Employee benefits	0	0%	2%	3%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	16	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	2	40%	49%	20%
Personal or family health reasons	2	40%	11%	26%
Child care	1	20%	7%	8%
Return to school	0	0%	7%	15%
Commute	0	0%	11%	11%
Retired	0	0%	15%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	3	60%	56%	36%
Excessive workload or work hours	0	0%	4%	6%
Principal or Manager	1	20%	11%	14%
Required teaching methods and curriculum	0	0%	5%	
Parent or student conflicts	0	0%	2%	
Lack of advancement or promotional opportunities	0	0%	2%	9%
Job duties - you disliked the type of work your position required you to perform each day	1	20%	5%	5%
School district policies and/or practices	0	0%	10%	6%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	5%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	0%	2%
Employee benefits	0	0%	2%	3%
Compensation, pay	0	0%	2%	11%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	2	67%	68%	
Instructional demands related to teaching	1	33%	32%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	3	43%	54%	41%
Not working after leaving ACPS	2	29%	35%	31%
Working for another organization but not in the teaching or education industry/field	2	29%	11%	29%
<i>Total Responses to Employment Status After Leaving</i>	7	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	7	100%	70%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	6	86%	68%	68%



2016-2017 TURNOVER DATA
Douglas MacArthur Elementary School
 Completed interviews: 4

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	80%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	6%	6%
School district policies and/or practices	0	0%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	8%	8%
Principal or Manager	0	0%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	0	0%	10%	9%
Training, development or continuing education required to perform the job	0	0%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	1	20%	2%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	2	50%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	2	50%	9%	8%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	100%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	20%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	4	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>		100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	4	100%	55%	41%
Not working after leaving ACPS	0	0%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	4	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	4	100%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	3	75%	70%	68%



2016-2017 TURNOVER DATA George Mason Elementary School

Completed interviews: 8

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	6	60%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	6%	6%
School district policies and/or practices	0	0%	10%	7%
Required teaching methods and curriculum	1	10%	5%	
Excessive workload or work hours	0	0%	8%	7%
Principal or Manager	0	0%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	1	10%	3%	5%
Lack of recognition, appreciation and respect	0	0%	10%	2%
Training, development or continuing education required to perform the job	1	10%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	1	10%	2%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	
<i>Total Responses to Single Most Important Turnover Cause</i>	10	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	4	67%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	0	0%	9%	8%
Return to school	1	17%	6%	15%
Commute	0	0%	9%	11%
Retired	1	67%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	6	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	83%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	1	17%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	4	50%	55%	41%
Not working after leaving ACPS	4	50%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>		100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	7	88%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	7	88%	70%	68%



2016-2017 TURNOVER DATA
James K. Polk Elementary School
 Completed interviews: 4

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	100%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	6%	6%
School district policies and/or practices	0	0%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	8%	7%
Principal or Manager	0	0%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	0	0%	10%	2%
Training, development or continuing education required to perform the job	0	0%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	
<i>Total Responses to Single Most Important Turnover Cause</i>	4	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	1	25%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
Commute	1	25%	9%	11%
Retired	2	50%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>		100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	100%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	4	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	3	75%	55%	41%
Not working after leaving ACPS	1	25%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	4	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	3	75%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	2	50%	70%	68%



2016-2017 TURNOVER DATA Jefferson-Houston School

Completed interviews: 9

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	7	24%	26%	13%
School district policies and/or practices	1	4%	10%	7%
Excessive workload or work hours	1	4%	8%	7%
Principal or Manager	5	17%	9%	12%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	4	14%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	3	10%	6%	6%
Parent or student conflicts	0	0%	3%	
Lack of advancement or promotional opportunities	1	4%	4%	12%
Required teaching methods and curriculum	2	7%	5%	
Training, development or continuing education required to perform the job	2	7%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	4%	3%	7%
Compensation, pay	1	4%	3%	11%
Employee benefits	1	4%	2%	3%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	29	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	5	71%	49%	20%
Personal or family health reasons	0	0%	11%	26%
Child care	1	17%	7%	8%
Return to school	0	0%	7%	15%
Commute	1	14%	11%	11%
Retired	0	0%	15%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	7	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	56%	56%	36%
Excessive workload or work hours	1	11%	4%	6%
Principal or Manager	2	22%	11%	14%
Required teaching methods and curriculum	1	11%	5%	
Parent or student conflicts	0	0%	2%	
Lack of advancement or promotional opportunities	0	0%	2%	9%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	5%	5%
School district policies and/or practices	0	0%	10%	6%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	5%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	0%	2%
Employee benefits	0	0%	2%	3%
Compensation, pay	0	0%	2%	11%
<i>Total Responses to Single Most Important Turnover Cause</i>	9	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	1	50%	68%	
Instructional demands related to teaching	1	50%	32%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	4	50%	54%	41%
Not working after leaving ACPS	3	38%	35%	31%
Working for another organization but not in the teaching or education industry/field	1	13%	11%	29%
<i>Total Responses to Employment Status After Leaving</i>	1	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	5	56%	70%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	5	56%	68%	68%



2016-2017 TURNOVER DATA
John Adams Elementary School
 Completed interviews: 11

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	6	17%	26%	13
School district policies and/or practices	6	17%	10%	7%
Excessive workload or work hours	6	17%	8%	7%
Principal or Manager	7	13%	9%	12%
Unsafe conditions in the workplace; concerns about my personal safety	2	6%	3%	5%
Lack of recognition, appreciation and respect	4	11%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	1	3%	6%	6%
Parent or student conflicts	0	0%	3%	
Lack of advancement or promotional opportunities	1	3%	4%	12%
Required teaching methods and curriculum	2	6%	5%	
Training, development or continuing education required to perform the job	1	3%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	3%	3%	7%
Compensation, pay	2	6%	3%	11%
Employee benefits	1	3%	2%	3%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	56	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	50%	49%	20%
Personal or family health reasons	0	0%	11%	26%
Child care	0	0%	7%	8%
Return to school	0	0%	7%	15%
Commute	2	33%	11%	11%
Retired	1	17%	15%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	10	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	36%	56%	36%
Excessive workload or work hours	2	18%	4%	6%
Principal or Manager	3	27%	11%	14%
Required teaching methods and curriculum	0	0%	5%	
Parent or student conflicts	0	0%	2%	
Lack of advancement or promotional opportunities	1	6%	2%	9%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	5%	5%
School district policies and/or practices	0	0%	10%	6%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	5%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	0%	2%
Employee benefits	0	0%	2%	3%
Compensation, pay	1	9%	2%	11%
<i>Total Responses to Single Most Important Turnover Cause</i>	11	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	5	83%	68%	
Instructional demands related to teaching	1	17%	32%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	6	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	5	45%	54%	41%
Not working after leaving ACPS	5	45%	35%	31%
Working for another organization but not in the teaching or education industry/field	1	9%	11%	29%
<i>Total Responses to Employment Status After Leaving</i>	11	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	6	55%	70%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	5	45%	68%	68%



2016-2017 TURNOVER DATA
Matthew Maury Elementary School
 Completed interviews: 6

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	6	55%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	6%	6%
School district policies and/or practices	1	9%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	8%	7%
Principal or Manager	2	18%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	1	9%	10%	2%
Training, development or continuing education required to perform the job	0	0%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	1	9%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	
<i>Total Responses to Single Most Important Turnover Cause</i>	11	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	4	67%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Retired	2	33%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	6	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	83%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	1	17%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	-	0%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	1	25%	55%	41%
Not working after leaving ACPS	3	75%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	4	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	6	100%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	4	67%	70%	68%



2016-2017 TURNOVER DATA
Mount Vernon Community School
 Completed interviews: 6

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	6	46%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	6%	6%
School district policies and/or practices	2	15%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	1	8%	8%	7%
Principal or Manager	1	8%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	1	8%	3%	5%
Lack of recognition, appreciation and respect	1	8%	10%	2%
Training, development or continuing education required to perform the job	1	8%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	
<i>Total Responses to Single Most Important Turnover Cause</i>	13	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	50%	53%	20%
Personal or family health reasons	1	17%	17%	26%
Child care	0	0%	9%	8%
Return to school	1	17%	6%	15%
Commute	0	0%	9%	11%
Retired	1	17%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	6	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	6	100%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>		100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	1	100%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	2	33%	55%	41%
Not working after leaving ACPS	4	67%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	6	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	5	83%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	6	100%	70%	68%



2016-2017 TURNOVER DATA
Patrick Henry Elementary School
 Completed interviews: 5

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	2	12%	26%	13%
School district policies and/or practices	0	0%	10%	7%
Excessive workload or work hours	2	12%	8%	7%
Principal or Manager	2	12%	9%	12%
Unsafe conditions in the workplace; concerns about my personal safety	1	6%	3%	5%
Lack of recognition, appreciation and respect	2	12%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	2	12%	6%	6%
Parent or student conflicts	2	12%	3%	
Lack of advancement or promotional opportunities	0	0%	4%	12%
Required teaching methods and curriculum	2	12%	5%	
Training, development or continuing education required to perform the job	0	0%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	6%	3%	7%
Compensation, pay	0	0%	3%	11%
Employee benefits	1	6%	2%	3%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	17	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	1	100%	49%	20%
Personal or family health reasons	0	0%	11%	26%
Child care	0	0%	7%	8%
Return to school	0	0%	7%	15%
Commute	0	0%	11%	11%
Retired	0	0%	15%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	1	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	2	40%	56%	36%
Excessive workload or work hours	0	0%	4%	6%
Principal or Manager	2	40%	11%	14%
Required teaching methods and curriculum	0	0%	5%	
Parent or student conflicts	1	20%	2%	
Lack of advancement or promotional opportunities	0	0%	2%	9%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	5%	5%
School district policies and/or practices	0	0%	10%	6%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	5%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	0%	2%
Employee benefits	0	0%	2%	3%
Compensation, pay	0	0%	2%	11%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	1	50%	68%	
Instructional demands related to teaching	1	50%	32%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	5	100%	54%	41%
Not working after leaving ACPS	0	0%	35%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	11%	29%
<i>Total Responses to Employment Status After Leaving</i>	1	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	1	20%	70%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	1	20%	68%	68%



2016-2017 TURNOVER DATA
Samuel Tucker Elementary School
 Completed interviews: 6

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	50%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	6%	6%
School district policies and/or practices	0	0%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	1	10%	8%	7%
Principal or Manager	1	10%	9%	12%
Parent or student conflicts	1	10%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	1	10%	10%	2%
Training, development or continuing education required to perform the job	0	0%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	1	10%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	
<i>Total Responses to Single Most Important Turnover Cause</i>	10	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	2	40%	53%	20%
Personal or family health reasons	1	20%	17%	26%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Retired	2	20%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	83%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	1	17%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	1	100%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	2	33%	55%	41%
Not working after leaving ACPS	4	67%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	6	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	5	83%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	5	83%	70%	68%



2016-2017 TURNOVER DATA
William Ramsay Elementary School
 Completed interviews: 10

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	7	33%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	1	5%	6%	6%
School district policies and/or practices	2	10%	10%	7%
Required teaching methods and curriculum	1	5%	5%	
Excessive workload or work hours	3	14%	8%	7%
Principal or Manager	2	10%	9%	12%
Parent or student conflicts	1	5%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	2	10%	10%	2%
Training, development or continuing education required to perform the job	0	0%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	2	10%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	
<i>Total Responses to Single Most Important Turnover Cause</i>	21	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	43%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	0	0%	9%	8%
Return to school	3	43%	6%	15%
Commute	1	14%	9%	11%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	7	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	7	70%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	1	10%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	1	10%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	1	10%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	10	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	2	100%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	5	50%	55%	41%
Not working after leaving ACPS	5	50%	38%	31%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	10	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	8	80%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	8	80%	70%	68%



2016-2017 TURNOVER DATA
George Washington Middle School
 Completed interviews: 17

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	11	20%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	4	7%	6%	6%
School district policies and/or practices	7	13%	10%	7%
Required teaching methods and curriculum	3	5%	5%	
Excessive workload or work hours	2	4%	8%	8%
Principal or Manager	6	11%	9%	12%
Parent or student conflicts	3	5%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	7	13%	10%	9%
Training, development or continuing education required to perform the job	3	5%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	2%	3%	7%
Employee benefits	1	2%	2%	3%
Compensation, pay	3	5%	3%	11%
Lack of advancement or promotional opportunities	5	9%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	67	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	30%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	0	0%	9%	8%
Return to school	1	10%	6%	15%
Commute	3	30%	9%	11%
Retired	3	30%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	10	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	6	35%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	3	18%	4%	6%
Required teaching methods and curriculum	2	12%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	3	18%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	2	12%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	1	6%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	17	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	1	50%	63%	
Instructional demands related to teaching	1	50%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	11	58%	55%	41%
Not working after leaving ACPS	2	13%	38%	31%
Working for another organization but not in the teaching or education industry/field	3	19%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	16	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	11	65%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	10	59%	70%	68%



2016-2017 TURNOVER DATA
Francis C. Hammond Middle School
Completed interviews: 12

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	8	32%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	1	4%	6%	6%
School district policies and/or practices	4	16%	10%	7%
Required teaching methods and curriculum	3	12%	5%	
Excessive workload or work hours	1	4%	8%	8%
Principal or Manager	0	0%	9%	12%
Parent or student conflicts	1	4%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	2	8%	3%	5%
Lack of recognition, appreciation and respect	2	8%	10%	9%
Training, development or continuing education required to perform the job	1	4%	4%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	2	8%	3%	11%
Lack of advancement or promotional opportunities	0	0%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	25	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	4	44%	53%	20%
Personal or family health reasons	2	22%	17%	26%
Child care	0	0%	9%	8%
Return to school	1	11%	6%	15%
Commute	0	0%	9%	11%
Retired	2	22%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	9	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	45%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	3	27%	4%	6%
Required teaching methods and curriculum	1	9%	3%	
Excessive workload or work hours	1	9%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	1	9%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	11	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	1	100%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	5	42%	55%	41%
Not working after leaving ACPS	4	33%	38%	31%
Working for another organization but not in the teaching or education industry/field	3	25%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	12	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	8	67%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	7	58%	70%	68%



2016-2017 TURNOVER DATA
T.C. Williams High School-King St. Campus
 Completed interviews: 25

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	20	25%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	4	5%	6%	6%
School district policies and/or practices	12	15%	10%	7%
Required teaching methods and curriculum	3	4%	5%	
Excessive workload or work hours	7	9%	8%	8%
Principal or Manager	5	6%	9%	12%
Parent or student conflicts	4	5%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	3	4%	3%	5%
Lack of recognition, appreciation and respect	7	9%	10%	9%
Training, development or continuing education required to perform the job	3	4%	4%	5%
Concerns about my job security, position elimination or performance evaluation	3	4%	3%	7%
Employee benefits	1	1%	2%	3%
Compensation, pay	3	4%	3%	11%
Lack of advancement or promotional opportunities	4	5%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	79	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	7	39%	53%	20%
Personal or family health reasons	2	11%	17%	26%
Child care	2	11%	9%	8%
Return to school	1	6%	6%	15%
Commute	2	11%	9%	11%
Retired	4	22%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	18	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	13	54%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	5	18%	4%	6%
Required teaching methods and curriculum	1	4%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	1	4%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	1	4%	0%	2%
Training, development or continuing education required to perform the job	1	4%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	1	4%	3%	11%
Lack of advancement or promotional opportunities	1	4%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	24	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	4	67%	63%	
Instructional demands related to teaching	2	33%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	6	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	9	45%	55%	41%
Not working after leaving ACPS	10	50%	38%	31%
Working for another organization but not in the teaching or education industry/field	1	5%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	20	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	17	68%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	17	68%	70%	68%



2016-2017 TURNOVER DATA
T.C. Williams-Minnie Howard Campus
 Completed interviews: 7

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	28%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	1	6%	6%	6%
School district policies and/or practices	2	11%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	1	6%	8%	8%
Principal or Manager	2	11%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	5%
Lack of recognition, appreciation and respect	2	11%	10%	9%
Training, development or continuing education required to perform the job	3	17%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	6%	3%	7%
Employee benefits	0	0%	2%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	1	6%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	18	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	75%	53%	20%
Personal or family health reasons	0	0%	17%	26%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Retired	1	25%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	57%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	1	14%	4%	5%
School district policies and/or practices	1	14%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
Principal or Manager	0	0%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	1	14%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	7	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
Instructional demands related to teaching	1	100%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	4	57%	55%	41%
Not working after leaving ACPS	1	17%	38%	31%
Working for another organization but not in the teaching or education industry/field	1	17%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	6	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	6	86%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	7	100%	70%	68%