



**2017-2018 TURNOVER DATA**  
**All Licensed Teachers**  
**Completed interviews:103**

| Contributing Turnover Causes (Employees may select more than one turnover cause.)         | # Yes | % Yes | District | Norm % |
|---|-------|-------|----------|--------|
| Reasons Unrelated to ACPS   | 63    | 24%   | 24%      | 12%    |
| Job duties - you disliked the type of work your position required you to perform each day | 6     | 2%    | 2%       | 7%     |
| School district policies and/or practices   | 28    | 11%   | 11%      | 21%    |
| Required teaching methods and curriculum  | 19    | 7%    | 7%       | %      |
| Excessive workload or work hours  | 23    | 9%    | 9%       | 9%     |
| Principal or Manager  | 24    | 9%    | 9%       | 11%    |
| Parent or student conflicts   | 16    | 6%    | 6%       | %      |
| Unsafe conditions in the workplace; concerns about my personal safety                     | 20    | 8%    | 8%       | 4%     |
| Lack of recognition, appreciation and respect   | 23    | 9%    | 9%       | 9%     |
| Training, development or continuing education required to perform the job                 | 6     | 2%    | 2%       | 4%     |
| Concerns about my job security, position elimination or performance evaluation            | 12    | 5%    | 5%       | 5%     |
| Employee benefits   | 2     | 1%    | 1%       | 2%     |
| Compensation, pay   | 7     | 3%    | 3%       | 10%    |
| Lack of advancement or promotional opportunities  | 9     | 3%    | 3%       | 7%     |
| <i>Total Responses to Single Most Important Turnover Cause</i>                            | 258   | 100%  | 100%     | %      |
| Itemization of Question 1 - Reasons Unrelated to ACPS                                     | # Yes | % Yes | District | Norm % |
| Child care  | 2     | 3%    | 3%       | 11%    |
| Return to school  | 2     | 3%    | 3%       | 5%     |
| Commute   | 8     | 13%   | 13%      | 9%     |
| Personal or family health reasons   | 5     | 8%    | 8%       | 14%    |
| Family relocation   | 35    | 56%   | 56%      | 35%    |
| Retired   | 10    | 10%   | 10%      | 26%    |
| <i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>           | 62    | 100%  | 100%     | %      |

| <b>Single Most Important Turnover Cause</b>   | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
|---|--------------|--------------|-----------------|---------------|
| Reasons Unrelated to ACPS   | 54           | 60%          | 60%             | 32%           |
| Job duties - you disliked the type of work your position required you to perform each day | 1            | 1%           | 1%              | 6%            |
| School district policies and/or practices   | 10           | 11%          | 11%             | 7%            |
| Required teaching methods and curriculum  | 1            | 1%           | 1%              | %             |
| Excessive workload or work hours  | 2            | 2%           | 2%              | 5%            |
| Principal or Manager  | 8            | 9%           | 9%              | 16%           |
| Parent or student conflicts   | 3            | 3%           | 3%              | %             |
| Unsafe conditions in the workplace; concerns about my personal safety                     | 4            | 4%           | 4%              | 3%            |
| Lack of recognition, appreciation and respect   | 2            | 2%           | 2%              | 3%            |
| Training, development or continuing education required to perform the job                 | 0            | 0%           | 0%              | 2%            |
| Concerns about my job security, position elimination or performance evaluation            | 2            | 2%           | 2%              | 4%            |
| Employee benefits   | 0            | 0%           | 0%              | 1%            |
| Compensation, pay   | 1            | 1%           | 1%              | 10%           |
| Lack of advancement or promotional opportunities  | 2            | 2%           | 2%              | 12%           |
| <i>Total Responses to Single Most Important Turnover Cause</i>                            | 90           | 100%         | 100%            | %             |
| <b>Causes for Excessive Workload or Work Hours</b>  | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Non-instructional demands; demands unrelated to teaching                                  | 10           | 48%          | 48%             | %             |
| Instructional demands related to teaching   | 11           | 52%          | 52%             | %             |
| <i>Total Responses to Causes for Excessive Workload or Work Hours</i>                     | 21           | 100%         | 100%            | %             |
| <b>Employment Status After Leaving</b>  | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Working for another school system or organization in the teaching or education field      | 52           | 60%          | 60%             | 34%           |
| Working for another organization but not in the teaching or education industry/field      | 8            | 9%           | 9%              | 21%           |
| Not working after leaving ACPS  | 27           | 31%          | 31%             | 45%           |
| <i>Total Responses to Employment Status After Leaving</i>                                 | 87           | 100%         | 100%            | %             |
| <b>Recommendation as Employer</b>   | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Would you recommend ACPS as an employer to others?  | 71           | 69%          | 69%             | 76%           |
| <b>Rehire Interest</b>  | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Would you consider working for ACPS in the future?  | 72           | 70%          | 70%             | 65%           |



## 2017-2018 TURNOVER DATA ALL STAFF

Completed interviews:175

| Contributing Turnover Causes (Employees may select more than one turnover cause.)         | # Yes | % Yes | District | Norm % |
|---|-------|-------|----------|--------|
| Reasons Unrelated to ACPS   | 105   | 23%   | 24%      | 12%    |
| Job duties - you disliked the type of work your position required you to perform each day | 18    | 4%    | 2%       | 7%     |
| School district policies and/or practices   | 44    | 10%   | 11%      | 21%    |
| Required teaching methods and curriculum  | 30    | 7%    | 7%       | %      |
| Excessive workload or work hours  | 40    | 9%    | 9%       | 9%     |
| Principal or Manager  | 43    | 9%    | 9%       | 11%    |
| Parent or student conflicts   | 19    | 4%    | 6%       | %      |
| Unsafe conditions in the workplace; concerns about my personal safety                     | 29    | 6%    | 8%       | 4%     |
| Lack of recognition, appreciation and respect   | 43    | 9%    | 9%       | 9%     |
| Training, development or continuing education required to perform the job                 | 22    | 5%    | 2%       | 4%     |
| Concerns about my job security, position elimination or performance evaluation            | 20    | 4%    | 5%       | 5%     |
| Employee benefits   | 4     | 1%    | 1%       | 2%     |
| Compensation, pay   | 20    | 4%    | 3%       | 10%    |
| Lack of advancement or promotional opportunities  | 21    | 5%    | 3%       | 7%     |
| <i>Total Responses to Single Most Important Turnover Cause</i>                            | 458   | 100%  | 100%     | %      |
| Itemization of Question 1 - Reasons Unrelated to ACPS                                     | # Yes | % Yes | District | Norm % |
| Child care  | 4     | 4%    | 3%       | 11%    |
| Return to school  | 2     | 2%    | 3%       | 5%     |
| Commute   | 13    | 13%   | 13%      | 9%     |
| Personal or family health reasons   | 16    | 16%   | 8%       | 14%    |
| Family relocation   | 50    | 49%   | 56%      | 35%    |
| Retired   | 17    | 17%   | 10%      | 26%    |
| <i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>           | 102   | 100%  | 100%     | %      |

| <b>Single Most Important Turnover Cause</b>   | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
|---|--------------|--------------|-----------------|---------------|
| Reasons Unrelated to ACPS   | 85           | 56%          | 60%             | 32%           |
| Job duties - you disliked the type of work your position required you to perform each day | 2            | 1%           | 1%              | 6%            |
| School district policies and/or practices   | 16           | 10%          | 11%             | 7%            |
| Required teaching methods and curriculum  | 1            | 1%           | 1%              | %             |
| Excessive workload or work hours  | 10           | 10%          | 2%              | 5%            |
| Principal or Manager  | 15           | 10%          | 9%              | 16%           |
| Parent or student conflicts   | 3            | 2%           | 3%              | %             |
| Unsafe conditions in the workplace; concerns about my personal safety                     | 4            | 3%           | 4%              | 3%            |
| Lack of recognition, appreciation and respect   | 2            | 1%           | 2%              | 3%            |
| Training, development or continuing education required to perform the job                 | 1            | 1%           | 0%              | 2%            |
| Concerns about my job security, position elimination or performance evaluation            | 2            | 1%           | 2%              | 4%            |
| Employee benefits   | 0            | 0%           | 0%              | 1%            |
| Compensation, pay   | 4            | 3%           | 1%              | 10%           |
| Lack of advancement or promotional opportunities  | 8            | 5%           | 2%              | 12%           |
| <i>Total Responses to Single Most Important Turnover Cause</i>                            | 153          | 100%         | 100%            | %             |
| <b>Causes for Excessive Workload or Work Hours</b>  | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Non-instructional demands; demands unrelated to teaching                                  | 19           | 61%          | 48%             | %             |
| Instructional demands related to teaching   | 12           | 39%          | 52%             | %             |
| <i>Total Responses to Causes for Excessive Workload or Work Hours</i>                     | 31           | 100%         | 100%            | %             |
| <b>Employment Status After Leaving</b>  | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Working for another school system or organization in the teaching or education field      | 80           | 51%          | 60%             | 34%           |
| Working for another organization but not in the teaching or education industry/field      | 26           | 17%          | 9%              | 21%           |
| Not working after leaving ACPS  | 51           | 32%          | 31%             | 45%           |
| <i>Total Responses to Employment Status After Leaving</i>                                 | 157          | 100%         | 100%            | %             |
| <b>Recommendation as Employer</b>   | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Would you recommend ACPS as an employer to others?  | 125          | 71%          | 69%             | 76%           |
| <b>Rehire Interest</b>  | <b># Yes</b> | <b>% Yes</b> | <b>District</b> | <b>Norm %</b> |
| Would you consider working for ACPS in the future?  | 119          | 68%          | 70%             | 65%           |