

BOARD BRIEF

Date: January 8, 2021

BOARD INFORMATION: X

MEETING PREPARATION:

FROM: Stephen M. Wilkins, Ed.D., SHRM-SCP, Chief of Staff
Sandra Hardeman, PHR, SHRM-CP, Director of Recruitment and Retention

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Meagan L. Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Teacher and Staff Retention Report for SY 2019-2020

ACPS 2025 STRATEGIC PLAN GOAL:

Goal 1: Systemic Alignment

SY 2020-2021 FOCUS AREA:

Focus Area 3: Strategic Plan Implementation

FY 2021 BUDGET PRIORITY:

Human Resources Audit Implementation

SUMMARY: This report covers the turnover of licensed staff for SY 2019-2020. The report was delayed due to COVID-related activities. Teacher retention improved by 4% compared to the previous year.

BACKGROUND: There are two attachments to review.

Attachment 1 is a chart of licensed staff (teacher) turnover. Teacher turnover for 2019-2020 was 9% which represents a 4% improvement in workforce stability from the previous year.

Attachment 2 shows the results of the employee exit survey. This is a voluntary survey completed in the off-boarding process. This may be completed over the telephone, web or Email. Over 80% of departing staff (licensed and non-licensed) completed the exit survey (277 of 344 total departures).

RECOMMENDATION: The Superintendent recommends that the School Board review the information on teacher and staff retention for SY 2019-2020.

IMPACT: The division will continue its efforts to create a positive work culture to retain staff.

ATTACHMENT: 1. Licensed staff retention chart
2. All staff reasons for turnover

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