



**2015-2016 TURNOVER DATA**  
**John Adams Elementary School**  
 Completed interviews: 18

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	10	18%	24%	13%
School district policies and/or practices	8	14%	8%	7%
Excessive workload or work hours	7	13%	9%	8%
Principal or Manager	7	13%	11%	12%
Unsafe conditions in the workplace; concerns about my personal safety	4	7%	7%	5%
Lack of recognition, appreciation and respect	4	7%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	3	5%	4%	6%
Parent or student conflicts	3	5%	3%	
Lack of advancement or promotional opportunities	3	5%	5%	12%
Required teaching methods and curriculum	2	4%	5%	
Training, development or continuing education required to perform the job	2	4%	6%	5%
Concerns about my job security, position elimination or performance evaluation	2	4%	4%	7%
Compensation, pay	1	2%	3%	11%
Employee benefits	0	0%	1%	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	7	70%	53%	20%
Personal or family health reasons	2	20%	17%	26%
Child care	1	10%	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>	10	100%	100%	

## John Adams Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	10	59%	55%	36%
Excessive workload or work hours	2	12%	3%	6%
Principal or Manager	2	12%	17%	14%
Required teaching methods and curriculum	1	6%	3%	
Parent or student conflicts	1	6%	1%	
Lack of advancement or promotional opportunities	1	6%	5%	9%
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%
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%
<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	5	71%	63%	
Instructional demands related to teaching	2	29%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	7	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	13	72%	55%	41%
Not working after leaving ACPS	4	22%	38%	31%
Working for another organization but not in the teaching or education industry/field	1	6%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	18	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	11	61%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	13	72%	70%	68%



**2015-2016 TURNOVER DATA**  
**Cora Kelly School for Math, Science and Technology**  
**Completed interviews: 10**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	6	15%	24%	13%
Lack of recognition, appreciation and respect	6	15%	10%	9%
Principal or Manager	5	13%	11%	12%
Excessive workload or work hours	4	10%	9%	8%
Concerns about my job security, position elimination or performance evaluation	4	10%	4%	7%
Job duties - you disliked the type of work your position required you to perform each day	3	8%	4%	6%
Required teaching methods and curriculum	3	8%	5%	
Training, development or continuing education required to perform the job	3	8%	6%	5%
School district policies and/or practices	2	5%	8%	7%
Lack of advancement or promotional opportunities	2	5%	5%	12%
Unsafe conditions in the workplace; concerns about my personal safety	1	3%	7%	5%
Compensation, pay	1	3%	3%	11%
Parent or student conflicts	0	0%	3%	
Employee benefits	0	0%	1%	3%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	40	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	5	83%	53%	20%
Personal or family health reasons	1	17%	17%	26%
Child care	0	0%	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>	6	100%	100%	

## Cora Kelly School for Math, Science and Technology

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Principal or Manager	5	50%	17%	14%
Reasons Unrelated to ACPS	4	40%	55%	36%
Lack of advancement or promotional opportunities	1	10%	5%	9%
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%
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%
<i>Total Responses to Single Most Important Turnover Cause</i>	10	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	2	50%	37%	
Non-instructional demands; demands unrelated to teaching	2	50%	63%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	4	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	6	60%	55%	41%
Not working after leaving ACPS	3	30%	38%	31%
Working for another organization but not in the teaching or education industry/field	1	10%	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?	7	70%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	8	80%	70%	68%



## 2015-2016 TURNOVER DATA George Mason Elementary School

Completed interviews: 3

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	# Yes
Reasons Unrelated to ACPS	3	100%	24%	13%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
School district policies and/or practices	0	0%	8%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	9%	8%
Principal or Manager	0	0%	11%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	7%	5%
Lack of recognition, appreciation and respect	0	0%	10%	9%
Training, development or continuing education required to perform the job	0	0%	6%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	4%	7%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	3	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	100%	53%	20%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Personal or family health reasons	0	0%	17%	26%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	3	100%	100%	

## George Mason Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	3	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>	3	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	0	0%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Not working after leaving ACPS	3	100%	38%	31%
Working for another school system or organization in the teaching or education field	0	0%	55%	41%
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>	3	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	3	100%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	3	100%	70%	68%



**2015-2016 TURNOVER DATA**  
**Jefferson-Houston School**  
**Completed interviews: 7**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Principal or Manager	5	22%	11%	12%
Reasons Unrelated to ACPS	3	13%	24%	13%
Excessive workload or work hours	3	13%	9%	8%
Training, development or continuing education required to perform the job	3	13%	6%	5%
Required teaching methods and curriculum	2	9%	5%	
Unsafe conditions in the workplace; concerns about my personal safety	2	9%	7%	5%
Concerns about my job security, position elimination or performance evaluation	2	9%	4%	7%
Lack of advancement or promotional opportunities	2	9%	5%	12%
Lack of recognition, appreciation and respect	1	4%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
School district policies and/or practices	0	0%	8%	7%
Parent or student conflicts	0	0%	3%	
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	23	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	2	67%	53%	20%
Personal or family health reasons	1	33%	17%	26%
Child care	0	0%	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>	3	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	2	33%	55%	36%
Principal or Manager	2	33%	17%	14%
Unsafe conditions in the workplace; concerns about my personal safety	1	17%	3%	2%
Concerns about my job security, position elimination or performance evaluation	1	17%	1%	2%
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%
Parent or student conflicts	0	0%	1%	
Lack of recognition, appreciation and respect	0	0%	0%	2%
Training, development or continuing education required to perform the job	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	2	67%	63%	
Instructional demands related to teaching	1	33%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	3	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	5	71%	55%	41%
Not working after leaving ACPS	2	29%	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>	7	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	5	71%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	3	43%	70%	68%





**2015-2016 TURNOVER DATA**  
**Matthew Maury Elementary School**  
**Completed interviews: 5**

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	44%	24%	13%
School district policies and/or practices	1	11%	8%	7%
Principal or Manager	1	11%	11%	12%
Unsafe conditions in the workplace; concerns about my personal safety	1	11%	7%	5%
Lack of recognition, appreciation and respect	1	11%	10%	9%
Training, development or continuing education required to perform the job	1	11%	6%	5%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	9%	8%
Parent or student conflicts	0	0%	3%	
Concerns about my job security, position elimination or performance evaluation	0	0%	4%	7%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	9	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	1	25%	9%	8%
Commute	1	25%	9%	11%
Personal or family health reasons	1	25%	17%	26%
Family relocation	1	25%	53%	20%
Return to school	0	0%	6%	15%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	100%	100%	

## Matthew Maury Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	80%	55%	36%
School district policies and/or practices	1	20%	4%	6%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
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>	5	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	0	0%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Not working after leaving ACPS	3	60%	38%	31%
Working for another school system or organization in the teaching or education field	2	40%	55%	41%
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>	5	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	5	100%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	5	100%	70%	68%



## 2015-2016 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	5	45%	24%	13%
Lack of advancement or promotional opportunities	2	18%	5%	12%
School district policies and/or practices	1	9%	8%	7%
Lack of recognition, appreciation and respect	1	9%	10%	9%
Training, development or continuing education required to perform the job	1	9%	6%	5%
Employee benefits	1	9%	1%	3%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	9%	8%
Principal or Manager	0	0%	11%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	7%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	4%	7%
Compensation, pay	0	0%	3%	11%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	11	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	2	40%	53%	20%
Commute	1	20%	9%	11%
Personal or family health reasons	1	20%	17%	26%
Retired	1	20%	7%	20%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	100%	100%	

## Mount Vernon Community School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	83%	55%	36%
Lack of advancement or promotional opportunities	1	17%	5%	9%
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%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	0	0%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<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	50%	55%	41%
Not working after leaving ACPS	3	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>	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%



**2015-2016 TURNOVER DATA**  
**Patrick Henry Elementary School**  
**Completed interviews: 9**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Principal or Manager	5	18%	11%	12%
Lack of recognition, appreciation and respect	5	18%	10%	9%
Reasons Unrelated to ACPS	4	14%	24%	13%
Required teaching methods and curriculum	3	11%	5%	
Unsafe conditions in the workplace; concerns about my personal safety	3	11%	7%	5%
Excessive workload or work hours	2	7%	9%	8%
Parent or student conflicts	2	7%	3%	
Concerns about my job security, position elimination or performance evaluation	2	7%	4%	7%
Job duties - you disliked the type of work your position required you to perform each day	1	4%	4%	6%
School district policies and/or practices	1	4%	8%	7%
Training, development or continuing education required to perform the job	0	0%	6%	5%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	28	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	2	50%	53%	20%
Child care	1	25%	9%	8%
Commute	1	25%	9%	11%
Return to school	0	0%	6%	15%
Personal or family health reasons	0	0%	17%	26%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	100%	100%	

## Patrick Henry Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Principal or Manager	5	56%	17%	14%
Reasons Unrelated to ACPS	2	22%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	1	11%	4%	5%
Excessive workload or work hours	1	11%	3%	6%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
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>	9	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	2	100%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<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	44%	55%	41%
Not working after leaving ACPS	4	44%	38%	31%
Working for another organization but not in the teaching or education industry/field	1	11%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	9	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	5	56%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	6	67%	70%	68%



**2015-2016 TURNOVER DATA**  
**James K. Polk Elementary School**  
**Completed interviews: 4**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	3	38%	24%	13%
School district policies and/or practices	1	13%	8%	7%
Principal or Manager	1	13%	11%	12%
Lack of recognition, appreciation and respect	1	13%	10%	9%
Training, development or continuing education required to perform the job	1	13%	6%	5%
Concerns about my job security, position elimination or performance evaluation	1	13%	4%	7%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	9%	8%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	7%	5%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	8	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	2	67%	53%	20%
Personal or family health reasons	1	33%	17%	26%
Child care	0	0%	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>	3	100%	100%	

## James K. Polk Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	3	75%	55%	36%
Principal or Manager	1	25%	17%	14%
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%
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 %
Instructional demands related to teaching	0	0%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<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?	3	75%	70%	68%





**2015-2016 TURNOVER DATA**  
**William Ramsay Elementary School**  
**Completed interviews: 8**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	5	63%	24%	13%
Required teaching methods and curriculum	2	25%	5%	
Unsafe conditions in the workplace; concerns about my personal safety	1	13%	7%	5%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
School district policies and/or practices	0	0%	8%	7%
Excessive workload or work hours	0	0%	9%	8%
Principal or Manager	0	0%	11%	12%
Parent or student conflicts	0	0%	3%	
Lack of recognition, appreciation and respect	0	0%	10%	9%
Training, development or continuing education required to perform the job	0	0%	6%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	4%	7%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	8	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Child care	5	83%	9%	8%
Personal or family health reasons	1	17%	17%	26%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Family relocation	0	0%	53%	20%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	0	0%	100%	

## William Ramsay Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	83%	55%	36%
Required teaching methods and curriculum	1	17%	3%	
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%
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 %
Instructional demands related to teaching	0	0%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Not working after leaving ACPS	5	63%	38%	31%
Working for another school system or organization in the teaching or education field	3	38%	55%	41%
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>	8	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	6	75%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	4	50%	70%	68%



## 2015-2016 TURNOVER DATA Samuel Tucker Elementary School

Completed interviews: 8

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	7	47%	24%	13%
Lack of recognition, appreciation and respect	2	13%	10%	9%
School district policies and/or practices	1	7%	8%	7%
Excessive workload or work hours	1	7%	9%	8%
Principal or Manager	1	7%	11%	12%
Concerns about my job security, position elimination or performance evaluation	1	7%	4%	7%
Employee benefits	1	7%	1%	3%
Compensation, pay	1	7%	3%	11%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	5%	
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	7%	5%
Training, development or continuing education required to perform the job	0	0%	6%	5%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	15	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	43%	53%	20%
Commute	2	29%	9%	11%
Return to school	1	14%	6%	15%
Retired	1	14%	7%	20%
Child care	0	0%	9%	8%
Personal or family health reasons	0	0%	17%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	7	100%	100%	

## Samuel Tucker Elementary School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	63%	55%	36%
School district policies and/or practices	1	13%	4%	6%
Concerns about my job security, position elimination or performance evaluation	1	13%	1%	2%
Compensation, pay	1	13%	3%	11%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
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%
Employee benefits	0	0%	0%	3%
Lack of advancement or promotional opportunities	0	0%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	8	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	63%	55%	41%
Not working after leaving ACPS	3	38%	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>	8	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	8	100%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	8	100%	70%	68%



**2015-2016 TURNOVER DATA**  
**George Washington Middle School**  
 Completed interviews: 10

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	5	16%	24%	13%
School district policies and/or practices	3	9%	8%	7%
Excessive workload or work hours	3	9%	9%	8%
Principal or Manager	3	9%	11%	12%
Parent or student conflicts	3	9%	3%	
Lack of recognition, appreciation and respect	3	9%	10%	9%
Job duties - you disliked the type of work your position required you to perform each day	2	6%	4%	6%
Unsafe conditions in the workplace; concerns about my personal safety	2	6%	7%	5%
Training, development or continuing education required to perform the job	2	6%	6%	5%
Compensation, pay	2	6%	3%	11%
Required teaching methods and curriculum	1	3%	5%	
Concerns about my job security, position elimination or performance evaluation	1	3%	4%	7%
Employee benefits	1	3%	1%	3%
Lack of advancement or promotional opportunities	1	3%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	32	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Child care	5	50%	9%	8%
Return to school	2	20%	6%	15%
Commute	1	10%	9%	11%
Personal or family health reasons	0	0%	17%	26%
Family relocation	0	0%	53%	20%
Retired	1	10%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	0	0%	100%	

## George Washington Middle School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	50%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	2	20%	4%	5%
School district policies and/or practices	1	10%	4%	6%
Principal or Manager	1	10%	17%	14%
Lack of advancement or promotional opportunities	1	10%	5%	9%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	0	0%	3%	6%
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%
<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	3	75%	63%	
Instructional demands related to teaching	1	25%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	4	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	4	40%	55%	41%
Not working after leaving ACPS	4	40%	38%	31%
Working for another organization but not in the teaching or education industry/field	2	20%	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?	6	60%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	5	50%	70%	68%



**2015-2016 TURNOVER DATA**  
**TC Williams High School**  
**Completed interviews: 18**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	11	37%	24%	13%
Required teaching methods and curriculum	3	10%	5%	
Lack of recognition, appreciation and respect	3	10%	10%	9%
Lack of advancement or promotional opportunities	3	10%	5%	12%
School district policies and/or practices	2	7%	8%	7%
Excessive workload or work hours	2	7%	9%	8%
Principal or Manager	2	7%	11%	12%
Compensation, pay	2	7%	3%	11%
Job duties - you disliked the type of work your position required you to perform each day	1	3%	4%	6%
Unsafe conditions in the workplace; concerns about my personal safety	1	3%	7%	5%
Parent or student conflicts	0	0%	3%	
Training, development or continuing education required to perform the job	0	0%	6%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	4%	7%
Employee benefits	0	0%	1%	3%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	30	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	5	45%	53%	20%
Personal or family health reasons	2	18%	17%	26%
Child care	1	9%	9%	8%
Return to school	1	9%	6%	15%
Commute	1	9%	9%	11%
Retired	1	9%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	11	100%	100%	

## TC Williams High School

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	9	53%	55%	36%
Required teaching methods and curriculum	2	12%	3%	
Compensation, pay	2	12%	3%	11%
Lack of advancement or promotional opportunities	2	12%	5%	9%
School district policies and/or practices	1	6%	4%	6%
Principal or Manager	1	6%	17%	14%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
Excessive workload or work hours	0	0%	3%	6%
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%
<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	2	67%	63%	
Instructional demands related to teaching	1	33%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	3	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Not working after leaving ACPS	8	47%	38%	31%
Working for another school system or organization in the teaching or education field	7	41%	55%	41%
Working for another organization but not in the teaching or education industry/field	2	12%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	17	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	15	83%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	13	72%	70%	68%





**2015-2016 TURNOVER DATA**  
**TC Williams High School Minnie Howard Campus**  
**Completed interviews: 7**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	4	50%	24%	13%
Lack of advancement or promotional opportunities	2	25%	5%	12%
Parent or student conflicts	1	13%	3%	
Concerns about my job security, position elimination or performance evaluation	1	13%	4%	7%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	6%
School district policies and/or practices	0	0%	8%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	0	0%	9%	8%
Principal or Manager	0	0%	11%	12%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	7%	5%
Lack of recognition, appreciation and respect	0	0%	10%	9%
Training, development or continuing education required to perform the job	0	0%	6%	5%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	8	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	2	40%	53%	20%
Child care	1	20%	9%	8%
Commute	1	20%	9%	11%
Personal or family health reasons	1	20%	17%	26%
Return to school	0	0%	6%	15%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	100%	100%	

## TC Williams High School Minnie Howard Campus

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	67%	55%	36%
Parent or student conflicts	1	17%	1%	
Lack of advancement or promotional opportunities	1	17%	5%	9%
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%
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%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	0	0%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<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	57%	55%	41%
Not working after leaving ACPS	2	29%	38%	31%
Working for another organization but not in the teaching or education industry/field	1	14%	7%	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?	5	71%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	6	86%	70%	68%



**2015-2016 TURNOVER DATA**  
**Alternative Education**  
**Completed interviews: 3**

<b>Contributing Turnover Causes (Employees may select more than one turnover cause.)</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
School district policies and/or practices	2	13%	8%	7%
Excessive workload or work hours	2	13%	9%	8%
Principal or Manager	2	13%	11%	12%
Lack of recognition, appreciation and respect	2	13%	10%	9%
Reasons Unrelated to ACPS	1	7%	24%	13%
Job duties - you disliked the type of work your position required you to perform each day	1	7%	4%	6%
Required teaching methods and curriculum	1	7%	5%	
Parent or student conflicts	1	7%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	1	7%	7%	5%
Training, development or continuing education required to perform the job	1	7%	6%	5%
Concerns about my job security, position elimination or performance evaluation	1	7%	4%	7%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	0	0%	5%	12%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	15	100%	100%	
<b>Itemization of Question 1 - Reasons Unrelated to ACPS</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Family relocation	1	100%	53%	20%
Child care	0	0%	9%	8%
Return to school	0	0%	6%	15%
Commute	0	0%	9%	11%
Personal or family health reasons	0	0%	17%	26%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	1	100%	100%	

## Alternative Education

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	1	33%	55%	36%
Principal or Manager	1	33%	17%	14%
Unsafe conditions in the workplace; concerns about my personal safety	1	33%	3%	2%
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%
Parent or student conflicts	0	0%	1%	
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>	3	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Instructional demands related to teaching	1	100%	37%	
Non-instructional demands; demands unrelated to teaching	0	0%	63%	
<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	3	100%	55%	41%
Working for another organization but not in the teaching or education industry/field	0	0%	7%	29%
Not working after leaving ACPS	0	0%	38%	31%
<i>Total Responses to Employment Status After Leaving</i>	3	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	1	33%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	0	0%	70%	68%



## 2015-2016 TURNOVER DATA Office of Specialized Instruction

Completed interviews: 7

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	25%	24%	13%
Excessive workload or work hours	3	15%	9%	8%
Principal or Manager	3	15%	11%	12%
School district policies and/or practices	2	10%	8%	7%
Lack of recognition, appreciation and respect	2	10%	10%	9%
Training, development or continuing education required to perform the job	2	10%	6%	5%
Job duties - you disliked the type of work your position required you to perform each day	1	5%	4%	6%
Parent or student conflicts	1	5%	3%	
Lack of advancement or promotional opportunities	1	5%	5%	12%
Required teaching methods and curriculum	0	0%	5%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	7%	5%
Concerns about my job security, position elimination or performance evaluation	0	0%	4%	7%
Employee benefits	0	0%	1%	3%
Compensation, pay	0	0%	3%	11%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	20	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	1	20%	9%	8%
Return to school	1	20%	6%	15%
Commute	1	20%	9%	11%
Personal or family health reasons	1	20%	17%	26%
Family relocation	1	20%	53%	20%
Retired	0	0%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	100%	100%	

## Office of Specialized Instruction

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	57%	55%	36%
Principal or Manager	2	29%	17%	14%
Excessive workload or work hours	1	14%	3%	6%
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%	
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>	7	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	4	67%	55%	41%
Working for another organization but not in the teaching or education industry/field	1	17%	7%	29%
Not working after leaving ACPS	1	17%	38%	31%
<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?	5	71%	70%	68%



The following schools did not receive the minimum number of responses required (3) to obtain data:

- Charles Barrett Elementary School
- Lyles-Crouch Traditional Academy
- Douglas MacArthur Elementary School
- Francis C. Hammond Middle School
- TC Williams Satellite Campus
- Northern Virginia Juvenile Detention Center