



## 2017-2018 TURNOVER DATA CHARLES BARRETT ELEMENTAR SCHOOL

Completed interviews:2

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	1	13%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	%	2%	7%
School district policies and/or practices	0	%	11%	21%
Required teaching methods and curriculum	1	13%	7%	%
Excessive workload or work hours	1	13%	9%	9%
Principal or Manager	1	13%	9%	11%
Parent or student conflicts	1	13%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	1	13%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	1	13%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	1	13%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	8	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	1	100%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	1	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	1	50%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	1	50%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	2	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	0	0%	48%	%
Instructional demands related to teaching	1	100%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	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	0	0%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	1	100%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	1	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?	1	50%	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?	1	50%	70%	65%



## 2017-2018 TURNOVER DATA CORA KELLY SCHOOL FOR MATH, SCIENCE AND TECHNOLOGY

Completed interviews:5

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	2	14%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	2	14%	2%	7%
School district policies and/or practices	1	7%	11%	21%
Required teaching methods and curriculum	1	7%	7%	%
Excessive workload or work hours	1	7%	9%	9%
Principal or Manager	2	14%	9%	11%
Parent or student conflicts	1	7%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	1	7%	9%	9%
Training, development or continuing education required to perform the job	1	7%	2%	4%
Concerns about my job security, position elimination or performance evaluation	2	14%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	14	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	1	50%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	1	50%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	2	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	2	40%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	1	20%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	2	40%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	0	0%	48%	%
Instructional demands related to teaching	1	100%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	%	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	4	80%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	1	20%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	5	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?	4	80%	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?	4	80%	70%	65%



## 2017-2018 TURNOVER DATA DOUGLAS MACARTHUR ELEMENTARY SCHOOL

Completed interviews: 7

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	33%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	1	8%	11%	21%
Required teaching methods and curriculum	1	8%	7%	%
Excessive workload or work hours	0	0%	9%	9%
Principal or Manager	1	8%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	1	8%	9%	9%
Training, development or continuing education required to perform the job	1	8%	2%	4%
Concerns about my job security, position elimination or performance evaluation	1	8%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	1	8%	3%	10%
Lack of advancement or promotional opportunities	1	8%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	12	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	1	25%	8%	14%
Family relocation	3	75%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	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	4	80%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	1	20%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	0	0%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	0%	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	1	17%	60%	34%
Working for another organization but not in the teaching or education industry/field	2	33%	9%	21%
Not working after leaving ACPS	3	50%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	6	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?	6	86%	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?	5	71%	70%	65%



## 2017-2018 TURNOVER DATA GEORGE MASON ELEMENTARY SCHOOL

Completed interviews: 2

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	1	33%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	0	0%	9%	9%
Principal or Manager	1	33%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	0	0%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	1	33%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	3	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	1	100%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	1	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	1	50%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	1	50%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	2	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	0	0%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	0%	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	1	100%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	0	0%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	1	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?	2	100%	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?	2	100%	70%	65%



## 2017-2018 TURNOVER DATA JAMES K. POLK ELEMENTARY SCHOOL

Completed interviews:5

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	50%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	2	20%	7%	%
Excessive workload or work hours	1	10%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	0	0%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	1	10%	1%	2%
Compensation, pay	1	10%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<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 %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	1	20%	13%	9%
Personal or family health reasons	1	20%	8%	14%
Family relocation	3	60%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	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	5	100%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	1	100%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	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	3	60%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	2	40%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	5	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?	4	80%	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?	4	80%	70%	65%



## 2017-2018 TURNOVER DATA JEFFERSON-HOUSTON SCHOOL

Completed interviews:6

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	43%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	1	8%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	2	17%	9%	9%
Principal or Manager	2	17%	9%	11%
Parent or student conflicts	1	8%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	0	0%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	1	8%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	12	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	1	20%	8%	14%
Family relocation	4	80%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	5	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	5	83%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	1	17%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	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	1	50%	48%	%
Instructional demands related to teaching	1	50%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	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	3	75%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	1	25%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	4	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?	5	83%	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?	4	67%	70%	65%



## 2017-2018 TURNOVER DATA John Adams Elementary School

Completed interviews:

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	3	60%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	0	0%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	2	40%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<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 %
Child care	1	33%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	2	67%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	3	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	3	75%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	1	25%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	4	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	0	0%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	%	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	1	33%	60%	34%
Working for another organization but not in the teaching or education industry/field	1	33%	9%	21%
Not working after leaving ACPS	1	33%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	3	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?	5	100%	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?	2	40%	70%	65%



## 2017-2018 TURNOVER DATA LYLES-CROUCH TRADITIONAL ACADEMY

Completed interviews: 5

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	21%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	5	26%	9%	9%
Principal or Manager	3	16%	9%	11%
Parent or student conflicts	1	5%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	1	5%	8%	4%
Lack of recognition, appreciation and respect	2	11%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	2	11%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	1	5%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	19	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	1	25%	56%	35%
Retired	3	75%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	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	2	40%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	2	40%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	1	20%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	2	40%	48%	%
Instructional demands related to teaching	3	60%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	5	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	1	20%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	4	80%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	5	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?	5	100%	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?	4	80%	70%	65%



Alexandria City Public Schools

## 2017-2018 TURNOVER DATA MATTHEW MAURY ELEMENTARY SCHOOL

Completed interviews: 2

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	1	33%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	0	0%	9%	9%
Principal or Manager	1	33%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	1	33%	8%	4%
Lack of recognition, appreciation and respect	0	0%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	3	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	1	100%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	1	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	1	100%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	1	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	0	0%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	0%	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	1	50%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	1	50%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	2	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?	1	50%	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?	2	100%	70%	65%



## 2017-2018 TURNOVER DATA Mt. VERNON COMMUNITY SCHOOL

Completed interviews: 5

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	3	25%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	1	8%	2%	7%
School district policies and/or practices	2	17%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	1	8%	9%	9%
Principal or Manager	2	17%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	1	8%	9%	9%
Training, development or continuing education required to perform the job	2	17%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	12	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	1	33%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	2	67%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	3	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	3	60%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	1	20%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	1	20%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	1	100%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	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	3	100%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	0	0%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	3	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?	3	60%	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?	4	80%	70%	65%



## 2017-2018 TURNOVER DATA NOVA JUVENILE DETENTION CENTER

Completed interviews:1

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	0	0%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	0	0%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	0	0%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	1	100%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	1	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	0	0%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	0	0%	100%	%

<b>Single Most Important Turnover Cause</b>	<b># Yes</b>	<b>% Yes</b>	<b>District</b>	<b>Norm %</b>
Reasons Unrelated to ACPS	0	0%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	1	100%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	1	%	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	0	0%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	0%	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	1	100%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	0	0%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	1	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?	1	100%	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?	1	100%	70%	65%



## 2017-2018 TURNOVER DATA PATRICK HENRY ELEMENTARY SCHOOL

Completed interviews:3

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	2	15%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	2	15%	7%	%
Excessive workload or work hours	3	23%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	2	15%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	1	8%	8%	4%
Lack of recognition, appreciation and respect	1	8%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	1	8%	5%	5%
Employee benefits	1	8%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<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 %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	2	100%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	2	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	1	33%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	1	33%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	1	33%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	3	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	2	67%	48%	%
Instructional demands related to teaching	1	33%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	3	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	2	67%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	1	33%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	3	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?	2	67%	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?	0	0%	70%	65%



## 2017-2018 TURNOVER DATA SAMUEL TUCKER ELEMENTARY SCHOOL

Completed interviews:4

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	2	33%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	1	17%	11%	21%
Required teaching methods and curriculum	1	17%	7%	%
Excessive workload or work hours	1	17%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	1	17%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	6	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	2	100%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	2	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	2	100%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	2	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	0	0%	48%	%
Instructional demands related to teaching	1	100%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	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	2	67%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	1	33%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	3	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?	4	100%	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?	4	100%	70%	65%



## 2017-2018 TURNOVER DATA WILLIAM RAMSAY 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	75%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	0	0%	11%	21%
Required teaching methods and curriculum	0	0%	7%	%
Excessive workload or work hours	1	13%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	0	0%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	8%	4%
Lack of recognition, appreciation and respect	0	0%	9%	9%
Training, development or continuing education required to perform the job	1	13%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	8	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	2	33%	13%	9%
Personal or family health reasons	1	17%	8%	14%
Family relocation	1	17%	56%	35%
Retired	2	33%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	6	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	4	80%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	0	0%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	1	20%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	1	100%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	1	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	5	71%	60%	34%
Working for another organization but not in the teaching or education industry/field	1	14%	9%	21%
Not working after leaving ACPS	1	14%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	7	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?	7	88%	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?	6	75%	70%	65%



## 2017-2018 TURNOVER DATA FRANCIS C. HAMMOND MIDDLE SCHOOL

Completed interviews:15

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	7	13%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	3	5%	2%	7%
School district policies and/or practices	10	18%	11%	21%
Required teaching methods and curriculum	6	11%	7%	%
Excessive workload or work hours	3	5%	9%	9%
Principal or Manager	5	9%	9%	11%
Parent or student conflicts	4	7%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	7	13%	8%	4%
Lack of recognition, appreciation and respect	6	11%	9%	9%
Training, development or continuing education required to perform the job	1	2%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	2	4%	3%	10%
Lack of advancement or promotional opportunities	2	4%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	56	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	1	14%	3%	11%
Return to school	0	0%	3%	5%
Commute	2	29%	13%	9%
Personal or family health reasons	1	14%	8%	14%
Family relocation	2	29%	56%	35%
Retired	1	14%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	7	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	5	36%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	2	14%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	1	7%	2%	5%
Principal or Manager	1	7%	9%	16%
Parent or student conflicts	1	7%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	3	21%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	1	7%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	14	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	2	100%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	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	6	46%	60%	34%
Working for another organization but not in the teaching or education industry/field	3	23%	9%	21%
Not working after leaving ACPS	4	31%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	13	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?	5	33%	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?	7	47%	70%	65%



**2017-2018 TURNOVER DATA**  
**GEORGE WASHINGTON MIDDLE SCHOOL**  
 Completed interviews:5

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	4	31%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	2%	7%
School district policies and/or practices	2	15%	11%	21%
Required teaching methods and curriculum	2	15%	7%	%
Excessive workload or work hours	0	0%	9%	9%
Principal or Manager	0	0%	9%	11%
Parent or student conflicts	1	8%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	2	15%	8%	4%
Lack of recognition, appreciation and respect	2	15%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	0	0%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	0	0%	3%	10%
Lack of advancement or promotional opportunities	0	0%	3%	7%
<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 %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	1	25%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	3	75%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	4	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	3	60%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	1	20%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	0	0%	9%	16%
Parent or student conflicts	1	20%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	5	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	0	0%	48%	%
Instructional demands related to teaching	0	0%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	0	0%	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	5	100%	60%	34%
Working for another organization but not in the teaching or education industry/field	0	0%	9%	21%
Not working after leaving ACPS	0	0%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	5	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?	3	60%	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?	4	80%	70%	65%



## 2017-2018 TURNOVER DATA T.C. WILLIAMS HIGH SCHOOL-MINNIE HOWARD

Completed interviews:10

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	3	9%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	1	3%	2%	7%
School district policies and/or practices	7	20%	11%	21%
Required teaching methods and curriculum	3	9%	7%	%
Excessive workload or work hours	3	9%	9%	9%
Principal or Manager	4	11%	9%	11%
Parent or student conflicts	3	9%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	4	11%	8%	4%
Lack of recognition, appreciation and respect	2	6%	9%	9%
Training, development or continuing education required to perform the job	0	0%	2%	4%
Concerns about my job security, position elimination or performance evaluation	2	6%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	1	3%	3%	10%
Lack of advancement or promotional opportunities	2	6%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	35	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	1	33%	3%	11%
Return to school	0	0%	3%	5%
Commute	0	0%	13%	9%
Personal or family health reasons	0	0%	8%	14%
Family relocation	2	67%	56%	35%
Retired	0	0%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	3	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	3	33%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	5	56%	11%	7%
Required teaching methods and curriculum	0	0%	1%	%
Excessive workload or work hours	0	0%	2%	5%
Principal or Manager	1	11%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	0	0%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	9	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	0	0%	48%	%
Instructional demands related to teaching	2	100%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	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	8	80%	60%	34%
Working for another organization but not in the teaching or education industry/field	1	10%	9%	21%
Not working after leaving ACPS	1	10%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	10	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?	3	30%	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?	5	50%	70%	65%



## 2017-2018 TURNOVER DATA T.C. WILLIAMS HIGH SCHOOL-KING ST.

Completed interviews:15

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	11	22%	24%	12%
Job duties - you disliked the type of work your position required you to perform each day	1	2%	2%	7%
School district policies and/or practices	5	10%	11%	21%
Required teaching methods and curriculum	4	8%	7%	%
Excessive workload or work hours	5	10%	9%	9%
Principal or Manager	4	8%	9%	11%
Parent or student conflicts	3	6%	6%	%
Unsafe conditions in the workplace; concerns about my personal safety	4	8%	8%	4%
Lack of recognition, appreciation and respect	5	10%	9%	9%
Training, development or continuing education required to perform the job	2	4%	2%	4%
Concerns about my job security, position elimination or performance evaluation	2	4%	5%	5%
Employee benefits	0	0%	1%	2%
Compensation, pay	2	4%	3%	10%
Lack of advancement or promotional opportunities	1	2%	3%	7%
<i>Total Responses to Single Most Important Turnover Cause</i>	49	100%	100%	%
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Child care	0	0%	3%	11%
Return to school	0	0%	3%	5%
Commute	1	10%	13%	9%
Personal or family health reasons	2	20%	8%	14%
Family relocation	4	40%	56%	35%
Retired	3	30%	10%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	10	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	8	57%	60%	32%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	1%	6%
School district policies and/or practices	1	7%	11%	7%
Required teaching methods and curriculum	1	7%	1%	%
Excessive workload or work hours	1	7%	2%	5%
Principal or Manager	1	7%	9%	16%
Parent or student conflicts	0	0%	3%	%
Unsafe conditions in the workplace; concerns about my personal safety	1	7%	4%	3%
Lack of recognition, appreciation and respect	0	0%	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	0	0%	2%	4%
Employee benefits	0	0%	0%	1%
Compensation, pay	1	7%	1%	10%
Lack of advancement or promotional opportunities	0	0%	2%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	14	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	2	50%	48%	%
Instructional demands related to teaching	2	50%	52%	%
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	4	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	6	50%	60%	34%
Working for another organization but not in the teaching or education industry/field	2	17%	9%	21%
Not working after leaving ACPS	4	33%	31%	45%
<i>Total Responses to Employment Status After Leaving</i>	12	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?	8	53%	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?	8	53%	70%	65%