

NOVATO UNIFIED SCHOOL DISTRICT

Teacher Retention Data

2013-2016

Why focus on teacher retention?

- We invest significant resources in our teachers including Induction (BTSA) and other professional development
- It takes time to learn to teach and how a system works
- Teacher retention increases consistency for students
- We are in a teacher shortage

Teacher Attrition

	TOTAL TEACHERS	# RETIRED	# RESIGNED	TOTAL # SEPARATED	% RESIGNED	% RES/RET
2013	391	16	29	45	7%	12%
2014	429	9	26	35	6%	8%
2015	440	13	45	58	10%	13%
2016	471	10	32	42	7%	9%
Ave %					7.5%	10.5%

Exit Survey: (11 respondents out of possible 42)

How long did you work for NUSD?

	Responses	By%
Less than 1 year	1	9%
One year	2	18%
Two years	2	18%
Three to five years	0	0%
Six to ten years	2	18%
11 to fifteen years	1	9%
Sixteen to 20 years	2	18%
More than 20 years	1	9%

Exit Survey

What will you do after leaving NUSD? (could select up to 5)

	Responses	By %
Promotion	1	9%
Sim. pos. in a non-public Novato School	0	0%
Sim. pos. w. another District in Marin Co.	2	18%
Sim. pos. outside of Marin Co.	1	9%
Diff. pos. in ed. outside of Marin Co.	2	18%
Leaving the work force	2	18%
Decline to discuss future plans	1	9%
Other	2	18%

Reasons for Resignations

	14/15	15/16
No reason given	38%	25%
New Job	31%	31%
Moved	15%	6%
Staying home after childbirth	4%	6%
Family reasons	4%	3%
No credential	2%	0%
Personal	2%	3%
Health reasons	2%	0%
Earning an advanced degree	2%	3%
Seeking full time work	0%	3%
Financial Reasons	0%	3%
Leaving profession	0%	6%

Where do we go from here?

- Understanding past employees perspectives matters
- Understanding current employees perspectives matters more
- We must support our current teachers
- We are looking into tools to better understand employee perspectives

Can the TELL Survey help us learn more about teacher perspectives?

What do we know?

- Teaching conditions matter for teacher retention
- Studies find statistically significant relationships between teachers' perception of school facilities, leadership and their plans to stay or leave.
- Where you sit shapes how you see your conditions
- Not knowing the perceptions of teaching conditions can make school improvement and teacher retention planning challenging.

TELL Survey

A survey generated by the New Teacher Center that collects data on:

- Time
- Facilities and Resources
- Community Support and Involvement
- Managing Student Conduct
- Teacher Leadership, School Leadership
- Professional Development
- Instructional Practices and Support
- New Teacher Support

More to Come

- Questions?