

Teacher Retention

The following table includes 2013-2016 data regarding teacher resignations/retirements:

2013-2016 TEACHER RETENTION DATA						
	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%

The District's teacher attrition rate, including retirements and resignations, has fluctuated between 8-13% over the past four years. Resignations have ranged from 6-10% for an average of 7.5%, and our 2015-2016 teacher retirement/resignation data was below the four-year average of 10.5%. The District's teacher resignation rate was also below the four-year average; even so, it is important to reduce this number.

Exit Survey

While a formal exit survey was conducted, it was not completed sufficiently to provide the desired data. Not all teachers received the survey and not all who received the survey responded. Of the possible forty-two (42) respondents, only eleven (11) responded.

HR will use the same survey in 2016-2017; however, to ensure a better response rate, upon receipt of a notice of separation, HR staff will discuss the exit survey with teachers and provide a survey link via email. Survey completion will be tracked and reminders will be sent until surveys are completed, or it becomes clear that a survey will not be completed. Data from the exit survey is as follows:

How long did you work for NUSD?

▶ Less Than One Year	1	9.1%
▶ One Year	2	18.2%
▶ Two Years	2	18.2%
▶ Three to Five Years	0	0%
▶ Six to Ten Years	2	18.2%
▶ Eleven to Fifteen Years	1	9.1%
▶ Sixteen to Twenty Years	2	18.2%
▶ More Than Twenty Years	1	9.1%

What will you do after leaving NUSD?

▶ Promotion	1	9.1%
▶ Similar position in non-public Novato School	0	0%
▶ Similar position with another District in Marin County	2	18.2%
▶ Similar position outside of Marin County	1	9.1%
▶ Different position in education within Marin County	0	0%
▶ Different position in education outside of Marin County	2	18.2%
▶ Position outside of education	0	0%
▶ Leaving the work force	2	18.2%
▶ Decline to discuss future plans	1	9.1%
▶ Other	2	18.2%

Why are you leaving NUSD (employees could select up to 5)?

▶ Retirement	3	27.3%
▶ To Continue Education	0	0%
▶ Relocation	2	18.2%
▶ Workload	1	9.1%
▶ Stress of Job	3	27.3%
▶ Raising a Family	1	9.1%
▶ Health Problems	0	0%
▶ Inadequate Salary	2	18.2%
▶ Inadequate Benefits	0	0%
▶ Cost of Living	1	9.1%
▶ Lack of Opportunity for Advancement	1	9.1%
▶ Dissatisfaction with Supervisor	4	36.4%
▶ Safety	0	0%
▶ Dislike for Assigned Duties	0	0%
▶ Entrepreneurship	0	0%
▶ Other	5	45.5%

Beyond the exit survey, all teachers resigning from the District are asked their reason for leaving; their responses are as follows:

- ▶ No reason given – **25%**
- ▶ New Job – **31%**
- ▶ Moved – **6%**
- ▶ Staying home after childbirth – **6%**
- ▶ Personal – **3%**
- ▶ Earning an advanced degree – **3%**
- ▶ Professional Differences – **3%**
- ▶ Promotion – **9%**
- ▶ Need Full-Time Work – **3%**
- ▶ Financial Need – **3%**
- ▶ Leaving Profession – **6%**

Where We Go from Here

We cannot eliminate all reasons for teacher attrition, but we can work on the reasons over which we have control. We invest heavily in our teachers and must do all we can to retain them; understanding why employees leave our system allows us to address those concerns. Arguably, understanding how we can better support our remaining employees is more important.

We are currently in discussions with NFT regarding the best ways to survey certificated staff to better understand their perspectives on our school system. One tool under review to better understand teacher perspectives on their work conditions is the **TELL Survey**.

This survey consists of a core set of questions that address the following teaching conditions to provide data that can be used to improve teacher retention:

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

We hope to bring ideas to the Board in the near future.