

## Teacher Retention

The following table includes 2013-2018 data regarding teacher resignations/retirements:

2013-2018 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%
2017	465	7	44	51	9%	11%
<b>2018</b>	<b>451</b>	<b>11</b>	<b>58</b>	<b>69</b>	<b>13%</b>	<b>15%</b>
<b>Average % :</b>					<b>9%</b>	<b>11%</b>

The District's teacher attrition rate, including retirements and resignations, has fluctuated between 8-15% over the past six years. Resignations have ranged from 6-13% for an average of 9%. Our 2018 teacher retirement/resignation data was slightly above the 6-year average of 11%. The District's 2018 teacher resignation rate was also slightly above the 6-year average.

## Exit Survey

We implemented a formal exit survey which was conducted for the third time in 2018. As is normal with surveys, not all teachers responded. Of the possible sixty-nine (69) respondents, twenty-one (21) responded.

Data from the **2017-2018** exit survey is as follows:

### How long did you work for NUSD?

▶ Less Than One Year	<b>1</b>	<b>1%</b>
▶ One Year	<b>4</b>	<b>6%</b>
▶ Two Years	<b>5</b>	<b>7%</b>
▶ Three to Five Years	<b>5</b>	<b>7%</b>
▶ Six to Ten Years	<b>3</b>	<b>4%</b>
▶ Eleven to Fifteen Years	<b>2</b>	<b>3%</b>
▶ Sixteen to Twenty Years	<b>1</b>	<b>1%</b>
▶ More Than Twenty Years	<b>0</b>	<b>0%</b>

### What will you do after leaving NUSD?

▶ Promotion	<b>2</b>	<b>3%</b>
▶ Similar position in non-public Novato School	<b>0</b>	<b>0%</b>
▶ Similar position with another District in Marin County	<b>2</b>	<b>3%</b>
▶ Similar position outside of Marin County	<b>9</b>	<b>13%</b>
▶ Different position in education within Marin County	<b>0</b>	<b>0%</b>
▶ Different position in education outside of Marin County	<b>1</b>	<b>1%</b>

▶ Position outside of education	1	1%
▶ Leaving the work force	2	3%
▶ Decline to discuss future plans	2	3%
▶ Other	2	3%

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

▶ Retirement	3	4%
▶ To Continue Education	2	3%
▶ Relocation	7	10%
▶ Workload	1	1%
▶ Stress of Job	4	6%
▶ Raising a Family	2	3%
▶ Health Problems	3	4%
▶ Inadequate Salary	5	7%
▶ Inadequate Benefits	0	0%
▶ Cost of Living	5	7%
▶ Lack of Opportunity for Advancement	0	0%
▶ Dissatisfaction with Supervisor	3	4%
▶ Safety	0	0%
▶ Dislike for Assigned Duties	3	4%
▶ Entrepreneurship	1	1%
▶ Other	4	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.