



# Novato Unified School District

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## Teacher Retention Data

2013-2018

# Why Focus on Teacher Retention?



- We invest significant resources in our teachers, including induction (BTSA) and other professional development
- It takes time to learn how to teach and how a system works
- Teacher retention increases consistency for students
- We continue to be in a teacher shortage, particularly in certain credential areas.



# Teacher Attrition



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%
2018	451	11	58	69	13%	15%
<b>Average % :</b>					<b>9%</b>	<b>11%</b>



# Exit Survey (21 respondents out of possible 69)



HOW LONG DID YOU WORK FOR NUSD?		
	Number of Teachers	By Percentage
Less Than One Year (<1)	1	1%
One Year (1)	4	6%
Two Years (2)	5	7%
Three to Five Years (3-5)	5	7%
Six to Ten Years (6-10)	3	4%
Eleven to Fifteen Years (11-15)	2	3%
Sixteen to Twenty Years (16-20)	1	1%
More Than Twenty Years (>20)	0	0%



# Exit Survey (21 respondents out of possible 69)



## WHAT WILL YOU DO AFTER LEAVING NUSD?

(could select up to 5)

	Number of Teachers	By Percentage
Promotion	2	3%
Similar Position in Non-Public Novato School	0	0%
Similar Position with Another District in Marin County	2	3%
Similar Position Outside of Marin County	9	13%
Different Position in Education Within Marin County	0	0%
Different Position in Education Outside of Marin County	1	1%
Position Outside of Education	1	1%
Leaving the Work Force	2	3%
Decline to Discuss Future Plans	2	3%
Other	2	3%



# Exit Survey (21 respondents out of possible 69)



## WHY ARE YOU LEAVING NUSD?

(could select up to 5)

	Number of Teachers	By Percentage
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%

## WHY ARE YOU LEAVING NUSD? (continued)

(could select up to 5)

	Number of Teachers	By Percentage
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 Do We Go From Here?



- Understanding past employee perspectives matters
- Understanding current employee perspectives matters more
- We must support our current teachers
- We continue to look into tools to better understand employee perspectives



# More to Come



- **Questions?**