



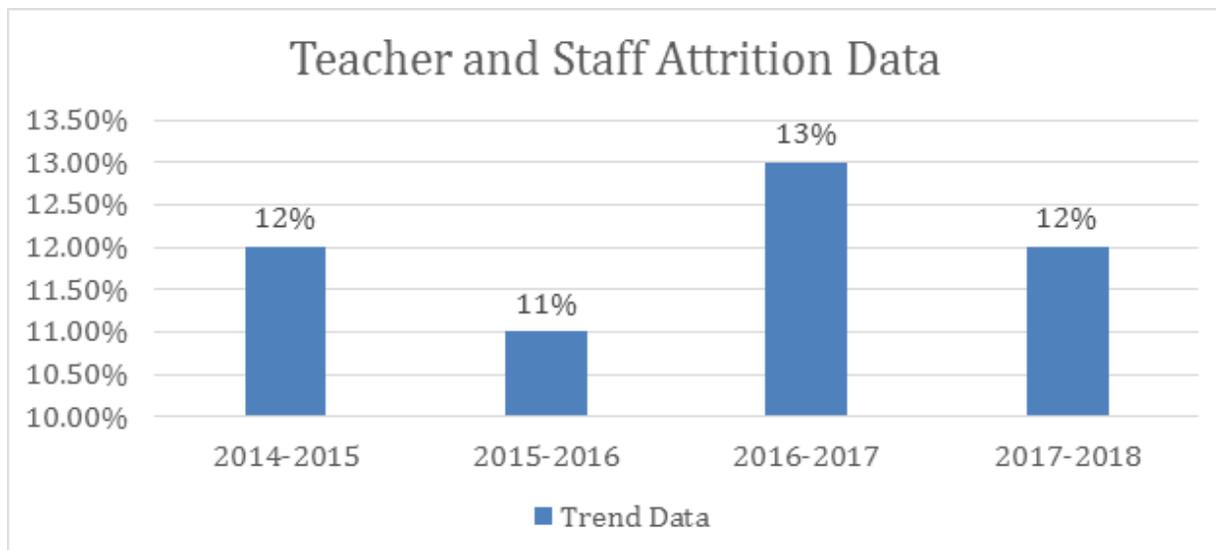
FY 2020 Recommended Budget Budget Question

Board Question #: 5

BUDGET QUESTION: What are the retention rates for school staff by type (teacher, administration, bus driver, nurse, etc.)? Provide information as to which employees (position titles) are leaving and their reasons for leaving.

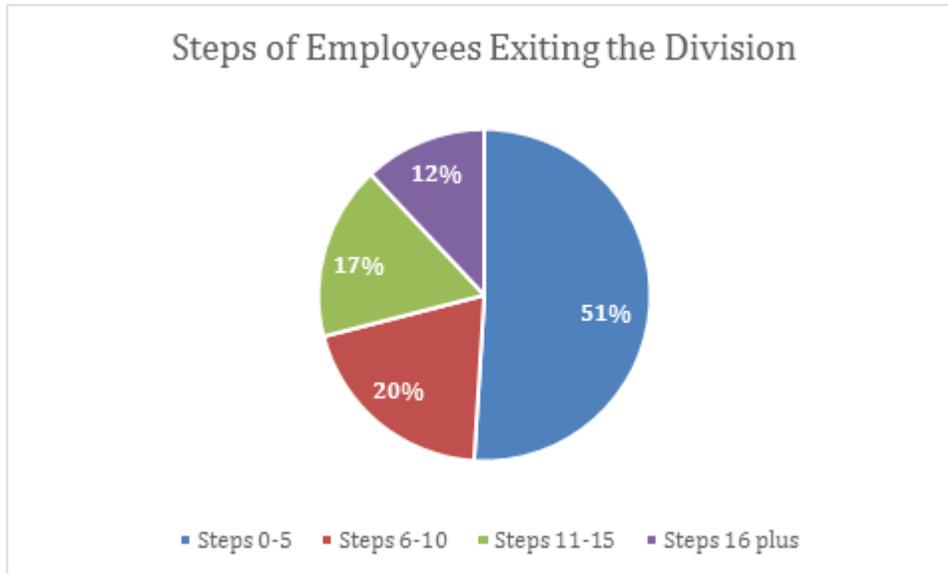
RESPONDING DEPARTMENT/OFFICE: Schools

RESPONSE: Attracting, recruiting, and retaining a diverse and highly effective workforce in an ongoing goal of the division. The availability of teachers in critical shortage areas and hard-to-staff schools continues to be a major challenge in the nation and in Virginia. According to the chart below, teacher and staff attrition for Spotsylvania County Schools has been consistent for the past four years.

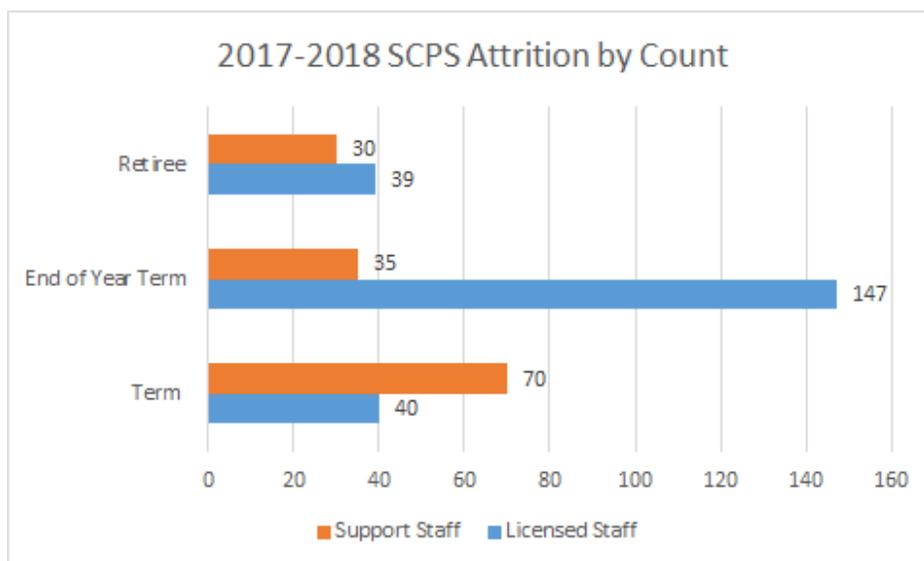


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According to the chart below, for fiscal year 2017-2018, of the employees who resigned 71% were at steps between step 0 and step 10.

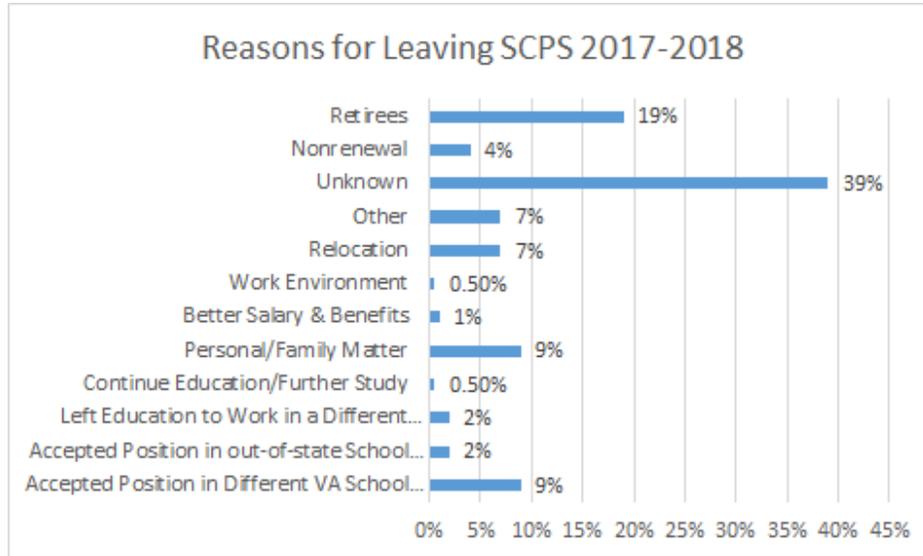


The chart below includes the reasons for licensed and support staff leaving SCPS. As noted in the chart below, employees may choose to not share their reason for exiting the division. When completing an exit survey, employees asked to identify the reason describes why they will no longer be employed with SCPS. In some instance, employees indicate that exiting the division to pursue positions in other school division in Virginia, out-of-state, or exiting the profession of teaching are related to employee compensation and opportunities for promotions.



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The chart below includes the number of support and licensed employees exiting the division. "Term" includes the number of employees who leave prior to the close of the school year. "End of Year Term" are employees who remain employed with SCPS through June 30th.



ESTIMATE OF STAFF TIME SPENT ON RESPONSE: