



FY 2018 Recommended Budget Budget Question

Board Question #: 2

BUDGET QUESTION: Please provide an update to last year’s response to question #68 concerning potential teacher attrition. What has actual attrition been? Do you have exit interviews/survey data that would summarize why people are actually leaving? How many due to retirements? Due to military orders? Due to specific other reasons? How does Spotsylvania Schools’ teacher attrition rate compare with average statewide and nationwide teacher attrition rates? What are the attrition rates of surrounding school districts?

RESPONSE:

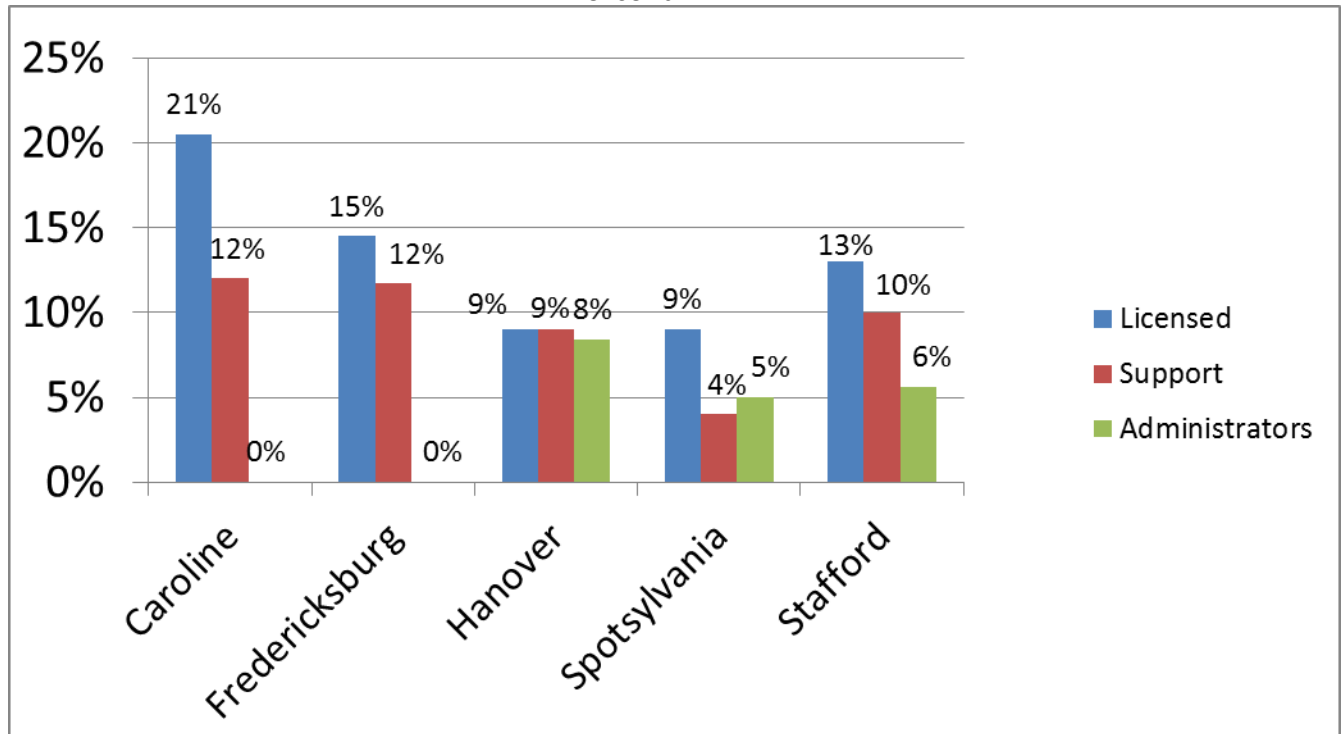
Part 1: Update response to Question 68. What was the actual attrition for last year, FY 2016? How does Spotsylvania Schools’ teacher attrition rate compare with average statewide and nationwide teacher attrition rates? What are the attrition rates of surrounding school districts?

RESPONSE:

An analysis of the FY 2016 attrition has been quantified and is as follows:

- Administration - 5 of 99 positions turned over in FY16, which represents 5.1%
- Licensed Staff - 162 positions of 1,806 positions turned over, which represents 9.0%
- Support Staff - 51 of 1,174 positions turned over, which represents 4.3%

**2015-2016 Attrition Comparisons by
Percent**



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As it pertains to statewide and nationwide teacher attrition numbers, it is our understanding that studies are underway at both the state and national levels to document teacher attrition. This data is not readily available.

Part 2: Update response to Question 68. Finally, we understand the data provided in response to last year's #68 was for potential attrition? Do you have exit interviews/survey data that would summarize why people are actually leaving? How many due to retirements? Due to military orders? Due to specific other reasons?

RESPONSE:

A total of 218 positions turned over in FY 2016. Of those 218 positions, 76 people responded to the exit interview request. All employees are offered the opportunity to share their employment experience via the exit interview, but it is not a requirement to do so, and not all exiting employees choose to participate. The following data was obtained from the 76 people who chose to participate in the exit interview during the 2015-2016 school year after a resignation had been tendered:

- **27/76 Relocation (35.6%)**
- **21/76 Unknown (27.6%)**
- **14/76 Personal/family matter (18.4%)**
- **9/76 Accepted position in another VA school division (11.8%)**
- **4/76 Left the education profession (5.3%)**
- **1/76 Better salary and benefits (1.3%)**

Surveys are provided to all out going employees. The results represent information provided by employees who responded to the survey.

Part 3: Update response to Question 68. How many staff persons are being lost to attrition this year, FY2017?

RESPONSE:

Preliminary data for Fiscal Year 2017 has been obtained and can be seen below:

2,406	I DO PLAN TO RETURN
23	I DO NOT PLAN TO RETURN DUE TO RETIREMENT
17	I DO NOT PLAN TO RETURN DUE TO OTHER REASONS
97	I AM UNDECIDED

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The data above was collected in January 2017 and is an early indicator of staff turnover. These numbers will change as the school year progresses and employee intent becomes clearer.