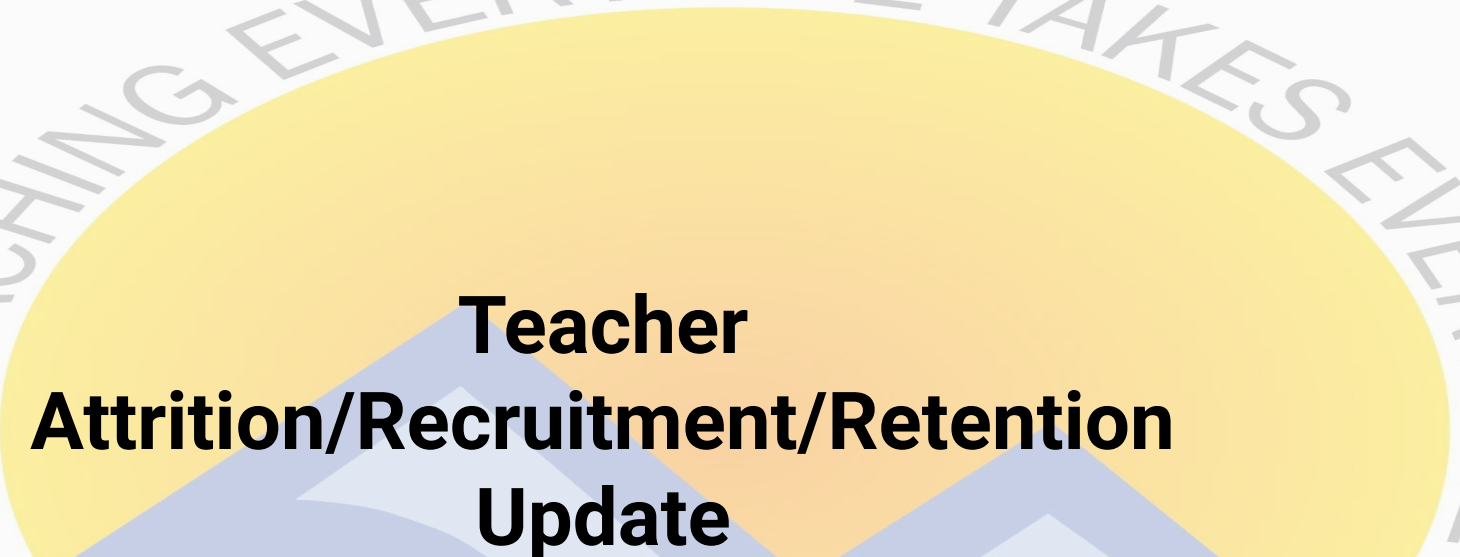


TEACHING EVERYONE TAKES EVERYONE



**Teacher
Attrition/Recruitment/Retention
Update**

February 3, 2020
Board of Education, Work Session

**Transylvania
County Schools**

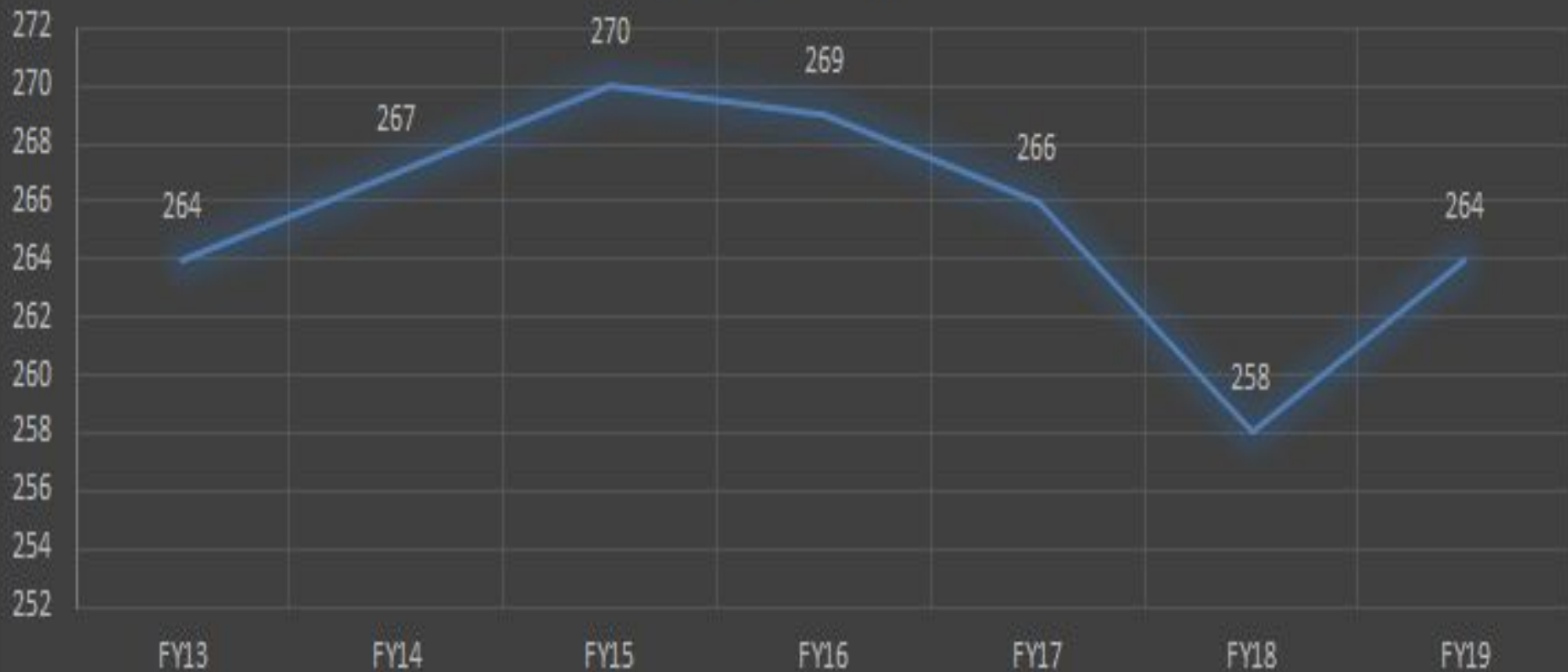
Data Analysis

- State of the Teaching Profession in North Carolina Annual Reports: 2015-16, 2016-17, 2017-18, & Draft Version 2018-19
 - Every Local Education Agency (LEA) reports teacher turnover to the state yearly. These data are used in calculations to satisfy state legislation as well as the NC School Report Card (SRC). Calculations are based on a snapshot of employment for classroom teachers employed in the LEA as reflected in the DPI March payroll database.
- North Carolina Department of Public Instruction; System Full-Time Personnel Report (SS-200): 2013 - Present
- Transylvania County Resignation Form/Exit Questions

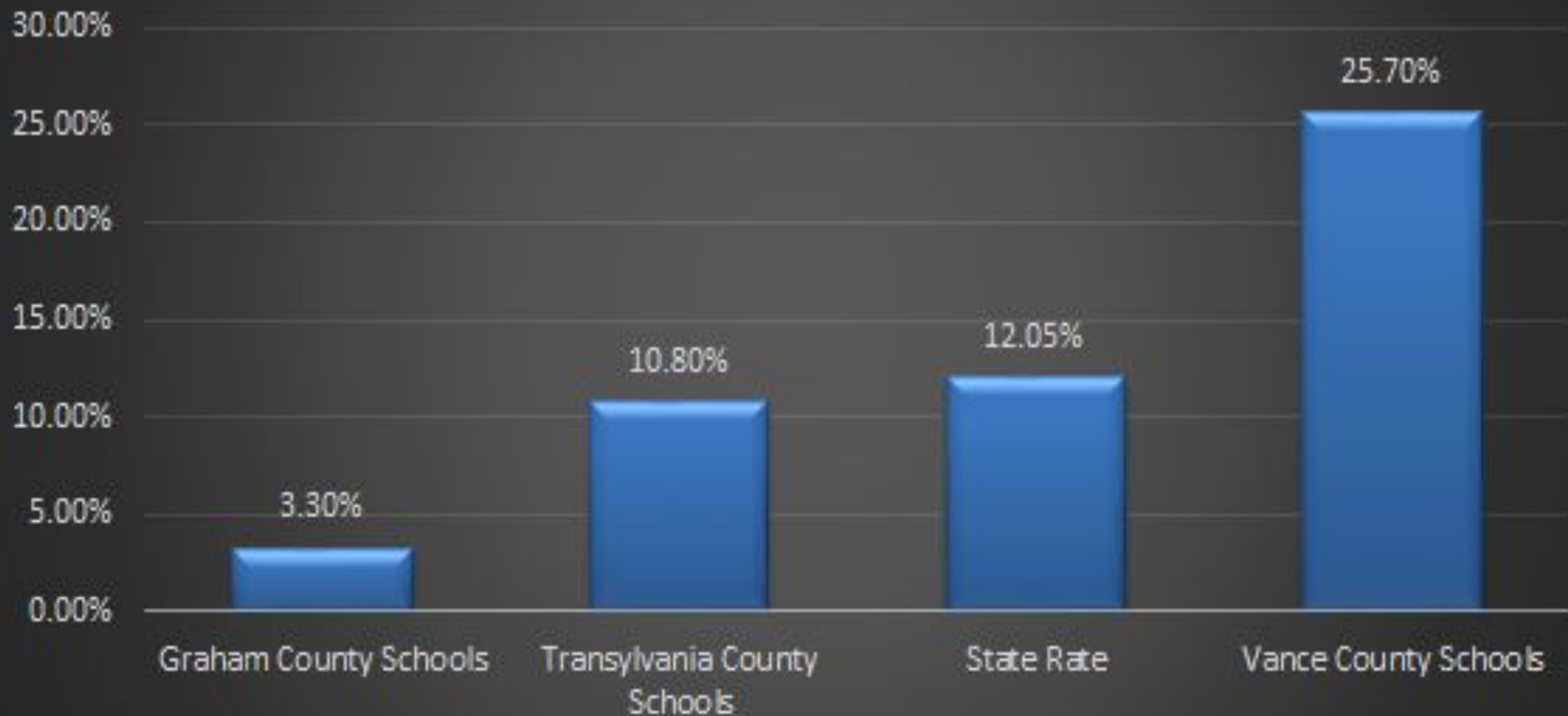
Transylvania County Schools Number of Full-Time Employees



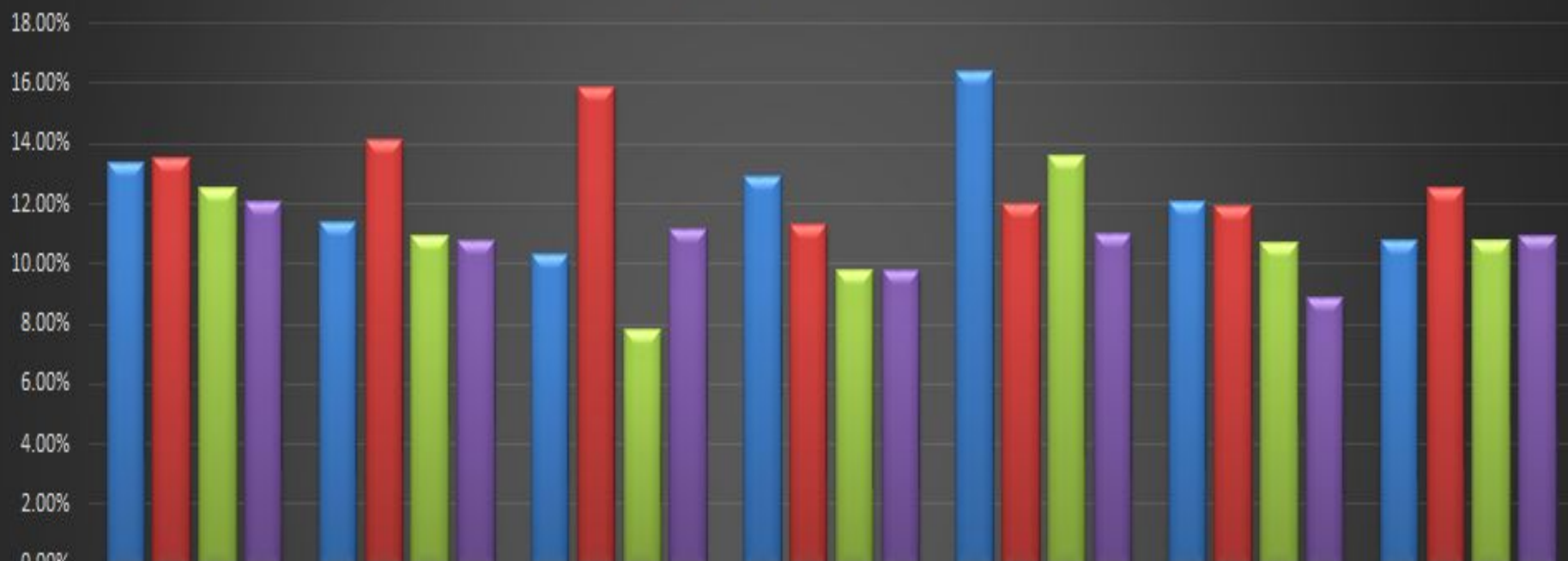
Transylvania County Schools Full-Time Teachers



LEA Attrition Rates for 2018-19



Local Education Agency Teacher Attrition Rates



	State Average: LEA Attrition Rate	Transylvania County Schools	Swain County Schools	Polk County Schools	Jackson County Public Schools	Henderson County Public Schools	Buncombe County Schools
2015-16	13.40%	11.40%	10.34%	12.95%	16.40%	12.10%	10.78%
2016-17	13.50%	14.10%	15.90%	11.30%	12.00%	11.90%	12.50%
2017-18	12.50%	10.90%	7.80%	9.80%	13.60%	10.70%	10.80%
2018-19	12.05%	10.80%	11.20%	9.80%	11.00%	8.90%	10.90%

Attrition Distribution by Teaching Assignment



Reasons Reported for Separation 2016-2020



Relocation

Retirement

Career Change

Family

Health

Disability

Graduate School

Unknown

Reasons Reported for Separation FY19

3 - Career Change

3 - Family

1 - Graduate School

5 - Retirement

10 - Relocation

- 4 South Carolina
- 1 Belize
- 1 Buncombe County
- 1 Michigan
- 1 New Hampshire
- 1 Hong Kong
- 1 Guatemala

Recruitment- Events

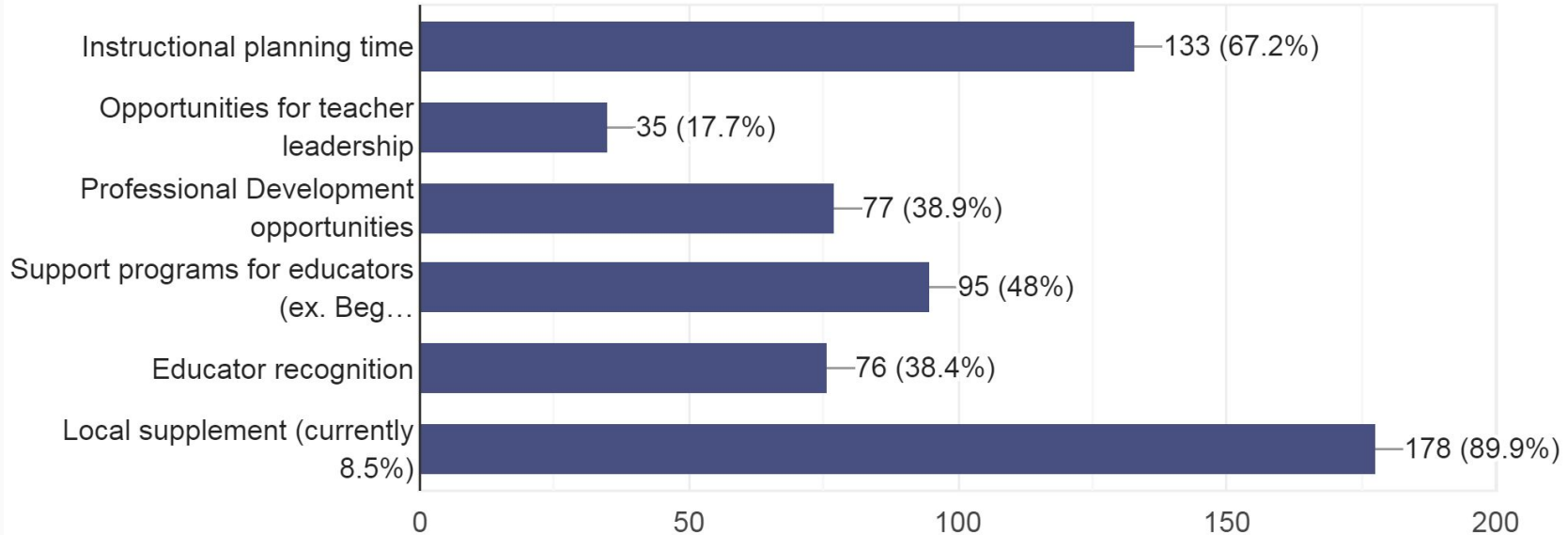
- Education Career Fairs
 - North Carolina A&T- March 10 (Pending)
 - Elizabeth City State University- March 11
 - Appalachian State University- March 20
 - Western Carolina University- April 2
 - Western Region- May 4

Educator Climate- Meetings/Efforts

- In May of last year, a survey was provided to educators of Transylvania County Schools. The purpose of the survey was to collect feedback on teaching in TCS and to then use that feedback as a starting point for future discussion. It is time to begin work on the "why" are teachers leaving TCS and/or the teaching profession; and the "how" can we improve our system to retain teachers in the profession.
- The focus of these meetings(K-5, MS, & HS) are to review survey data and discuss....
 - areas of concern
 - areas of improvement
 - topics to focus on
 - gather information from the experts in the field

In your opinion, what are the three most important components to increase educator retention in our school system?

198 responses



In your opinion, what three aspects of your working conditions most affect your job satisfaction?

198 responses

