



Avon Grove School District

Retention Analysis

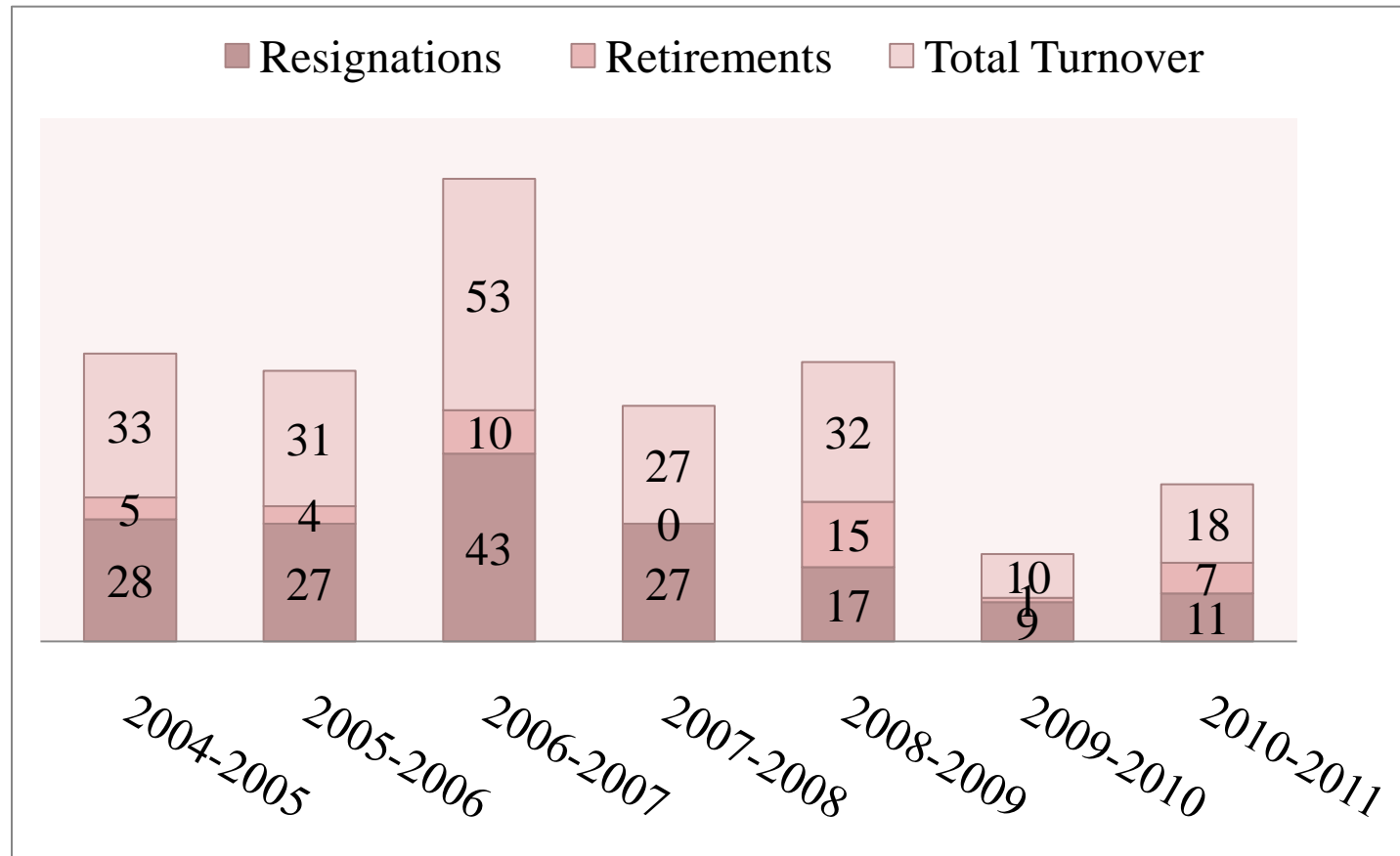
Key Points

- ▶ What does teacher turnover look like in Avon Grove?
 - Definition of turnover
 - Historical turnover analysis
 - Comparative resignation analysis
- ▶ What influences turnover?
 - Research findings
 - Results of Avon Grove exit surveys
- ▶ How has Avon Grove reduced turnover?
- ▶ Questions?

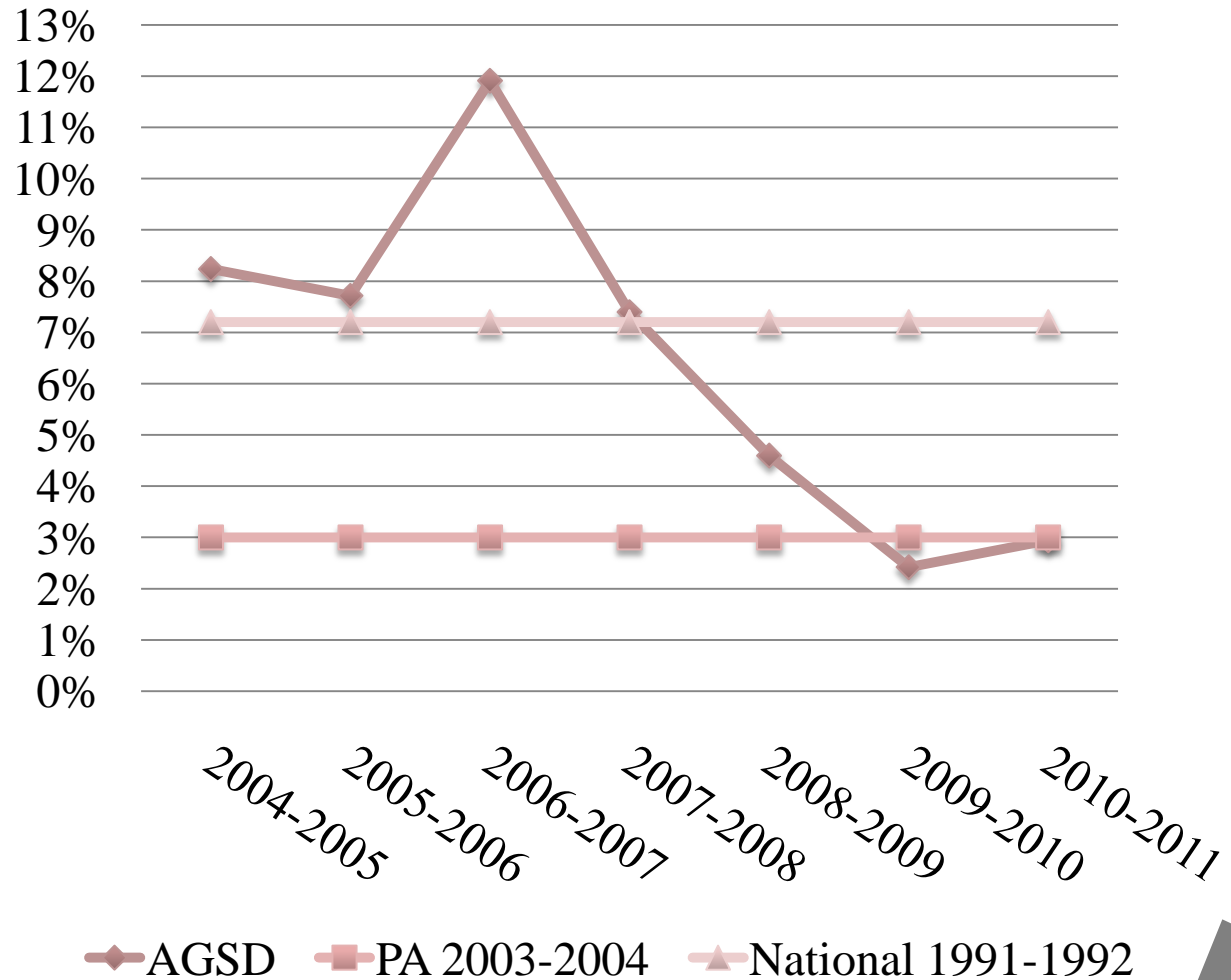
Definition of Turnover

- ▶ For the purposes of this analysis, “turnover” is defined as the number of contracted employees who voluntarily leave the employment of the District through resignation or retirement.

Historic Turnover Analysis



Comparative Resignation Analysis



What influences turnover?

- ▶ In *Turnover and Teachers Shortages: An Organizational Analysis* (2001), Richard Ingersoll writes
 - another important finding has been that teachers' decisions whether to stay or leave the teaching professional are related to their age. The relationship between teacher' age . . . and their turnover follows a U-shaped curve.
- ▶ This is the case in Avon Grove.

What influences turnover?

- ▶ Research states that the following have a significant impact on teacher turnover
 - Working Conditions
 - Professional Development
 - Administrative Support
 - Community Support

Results of Exit Survey

- ▶ Our annual exit survey results from 2006 – 2007 indicated that
 - Half of the respondents were staying home to raise their families.
 - The other half had resigned due to one or more of the following reasons:
 - Working conditions
 - Salary
 - Administrative Support/Turnover

How have we reduced turnover?

- ▶ Teacher turnover has been significantly reduced in the past two years.
- ▶ What may have contributed to this?
 - An enhanced Teacher Induction & Professional Development Program has been put in place to support beginning teachers.
 - A new Collective Bargaining Agreement was adopted effective July 1, 2007.
 - Administrative turnover has been significantly reduced.
 - External economic conditions must be considered.

What's next?

- ▶ Continue to track retention
- ▶ Continue to survey exiting employees
- ▶ Make adjustments when needed



Thank you for your attention.

Any questions?

