



OVERVIEW OF ATTRITION DATA AND RETENTION STRATEGIES

June 16, 2016

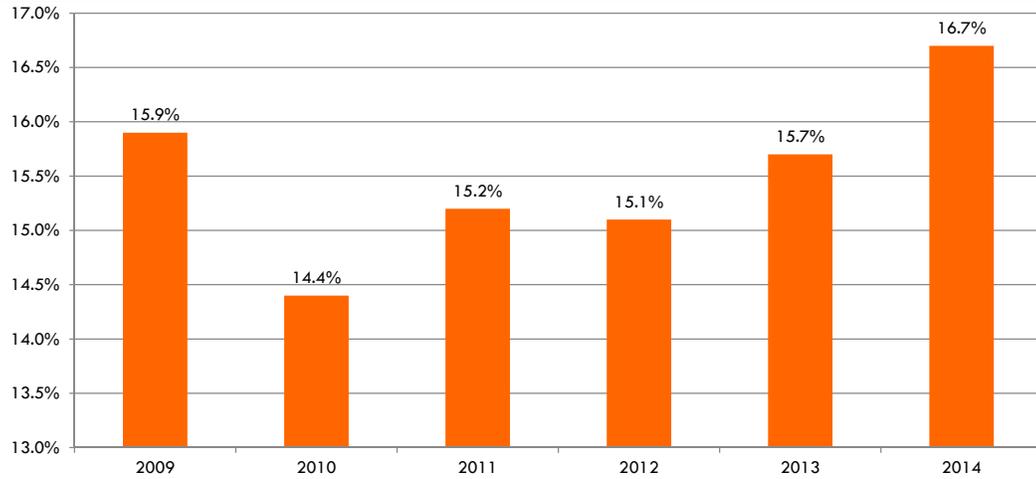
□ NEVADA STATE BOARD OF EDUCATION

Introduction

- Michael Gentry
 - Interim Chief Recruitment Officer,
 - Clark County School District

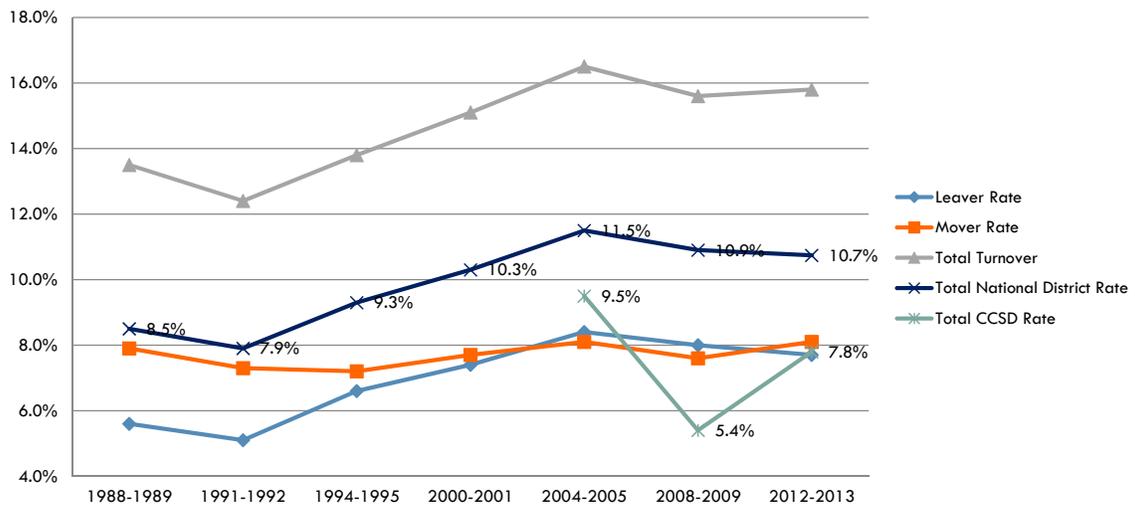
- Andre Long
 - Chief Human Resources Officer,
 - Clark County School District

U.S. Employers – Total Attrition Rates



Teacher Attrition

Institute of Educational Science



Clark County School District Attrition Rates

2014-2015

- 1,630 total licensed separations
 - Top Four Reasons
 - 528 retirement
 - 488 no reason given
 - 249 moving to another state
 - 127 personal/family reasons
- 9% total attrition
- 6.1% excluding retirement

2015-2016

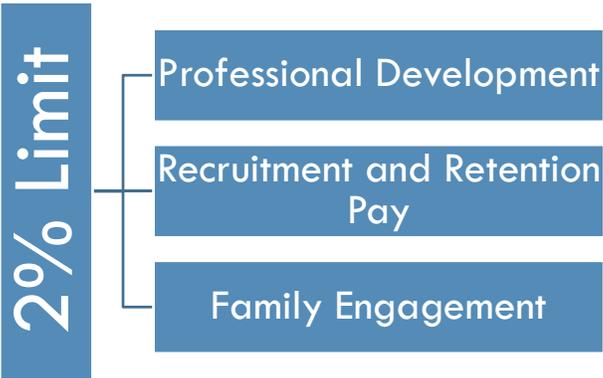
- 1,346 total licensed separations
 - Top Four Reasons
 - 412 retirement
 - 246 no reason given
 - 251 moving to another state
 - 189 personal/family reasons
- 7.4% total attrition
- 5% excluding retirement

CCSD Retention Strategies

- Mike Barton
 - Chief Student Achievement Officer,
 - Clark County School District



SB405: Zoom Recruitment and Retention



SB432: Victory Schools

- Victory School Principals met to discuss recruitment and retention pay.
- Principals should have autonomy to select specific amount for their site based on uniformity and consistency between all Victory schools.
- Flexibility necessary to accommodate the wide range of budgetary means among Victory Schools and/or each respective schools' teacher needs.
- Agreement was reached on three (3) retention and recruitment categories for effective and highly effective teachers.



Talent Recruitment and Retention Plan

2015-2016 Administrator Recruitment and Retention Incentives:

\$111,000

Principals: \$5,000

Assistant Principals: \$3,000



Talent Recruitment and Retention Plan

2016-2017 Teachers

- Estimated Total for Recruitment and Retention Incentives:

\$1,081,700

2016-2017 Administrators

- Estimated Total for Recruitment and Retention Incentives:

\$159,500.00

Principals: \$5,000

Assistant Principals: \$3,000



Peer Assistance and Review (P.A.R.)

- ❑ 220 first-year teachers received P.A.R. support in 2015-2016
- ❑ 45 recommended for second year of P.A.R.
- ❑ 11 consulting teachers coaching at 22 schools



Peer Assistance and Review 2016-2017

- ❑ Expansion
- ❑ New hires
- ❑ Increased support
- ❑ Coaching and mentoring
- ❑ School vision

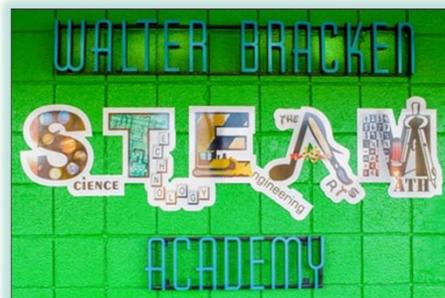


Instructional Leadership Training Series

- ❑ Collaboration
- ❑ Leadership
- ❑ Professional learning communities
- ❑ Site-based professional development



Building Connections and School Climate



John Haynal, Principal

- ❑ Dr. C. Owen Roundy Elementary
- ❑ Vegas Verdes Elementary
- ❑ Elaine Wynn Elementary



Ramona Esparza, Principal

- ❑ Valley High School



Questions



CCSD

CLARK COUNTY

SCHOOL DISTRICT

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