

# 2022-2023 Staff Retention

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# Teacher Retention 2021-2022

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Site	Teacher Retention 21-22	Teacher Retention 20-21	Teacher Retention 19-20
BURLINGTON	73%	75%	86%
KAYNE SIART	68%	73%	82%
CASTELLANOS/EISNER	77%	80%	72%
CISNEROS	85%	85%	79%
DALZELL LANCE	89%	75%	91%
<b>Overall Teacher Retention</b>	<b>76 % Retention</b>	<b>78% Retention</b>	<b>80% Retention</b>

# Leader Retention 2021-2022

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Site	Leader Retention 21-22	Leader Retention 20-21	Leader Retention 19-20
BURLINGTON	83%	100%	100%
KAYNE SIART	66%	100%	66%
CASTELLANOS/EISNER	88%	100%	75%
CISNEROS	83%	100%	100%
DALZELL LANCE	87%	87%	87%
Overall Leader Retention	82%	97%	85%

# HSO Retention 2021-2022

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Site	HSO Retention 21-22	HSO Retention 20-21	HSO Retention 19-20
HSO	84% Retention	89% Retention	92% Retention

# Trends from Exit Interview Data 2020-2021

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Reasons for Resigning	
Relocating/Moving closer to home	26%
Culture Mismatch/Inadequate Support	19%
Leaving Education/Teaching Profession	19%
Compensation	13%
Preference for District School Expectations	13%
Health	6%
Other (going back to school)	3%

# Trends from Exit Interview Data 2020-2021

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## **What staff enjoyed most:**

- Students, families and community we serve
- Relationships with co-workers
- Welcoming environment

## **What staff enjoyed least:**

- Inadequate support
- Work load
- Lack of accountability among students

# Focus for 2022-23...

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- ❑ Conduct a salary analysis to ensure we remain competitive for multiple years in the future
- ❑ Respond to data from exit interviews to address gaps and understand factors beyond compensation that draw people away
- ❑ Better understand the experiences of people who have stayed at CNCA so we can replicate the experience for others
- ❑ Building belonging through bridging

The background features several overlapping speech bubbles in various colors (maroon, brown, teal, blue) against a dark grey background. Each bubble contains a large, light grey question mark. Two thin white horizontal lines are positioned above and below the word 'Questions?'.

Questions?