

# 2022-2023 Staff Retention

---

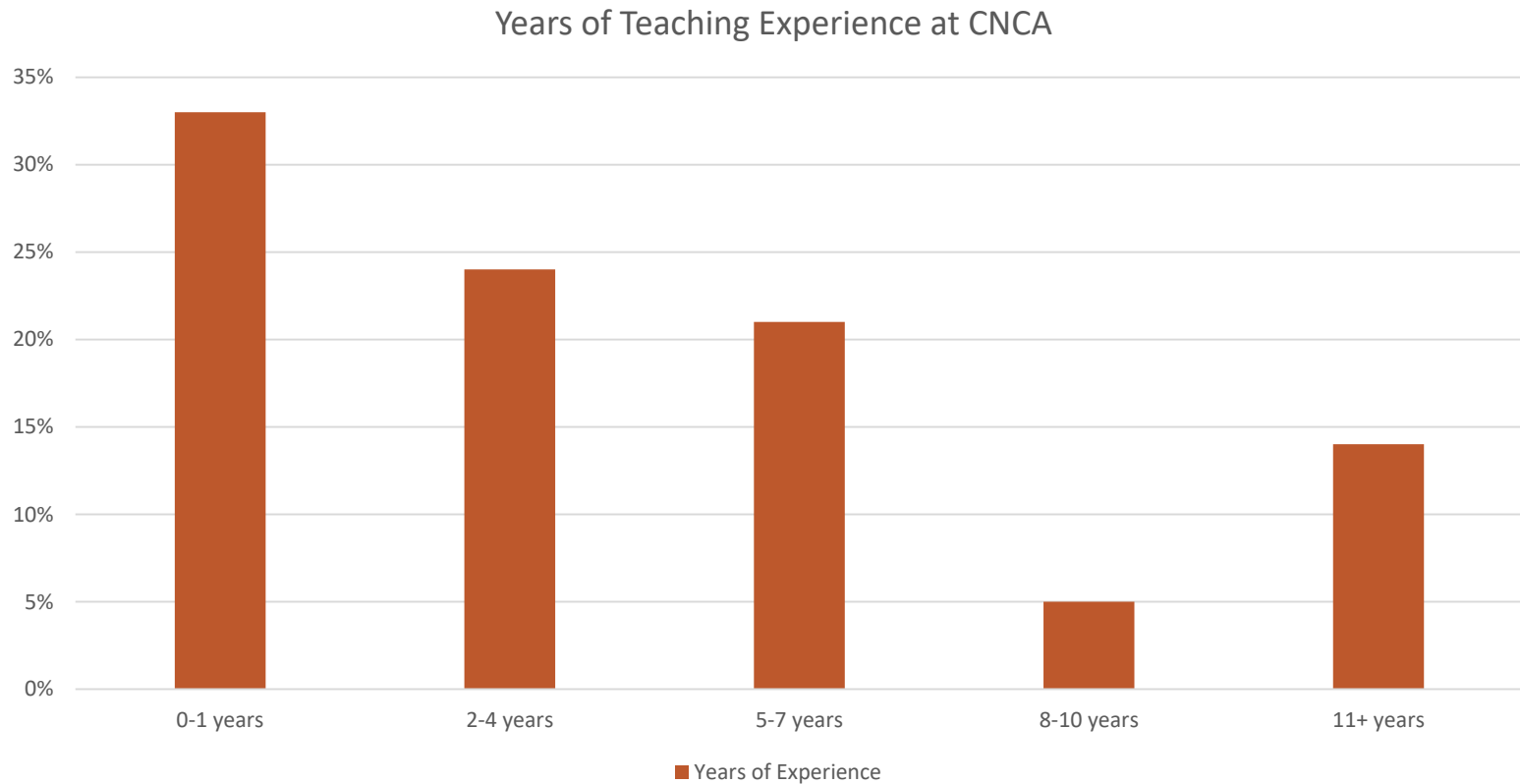
# Teacher Retention 2021-2022

---

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%
Overall Teacher Retention	<b><u>76 % Retention</u></b>	78% Retention	80% Retention

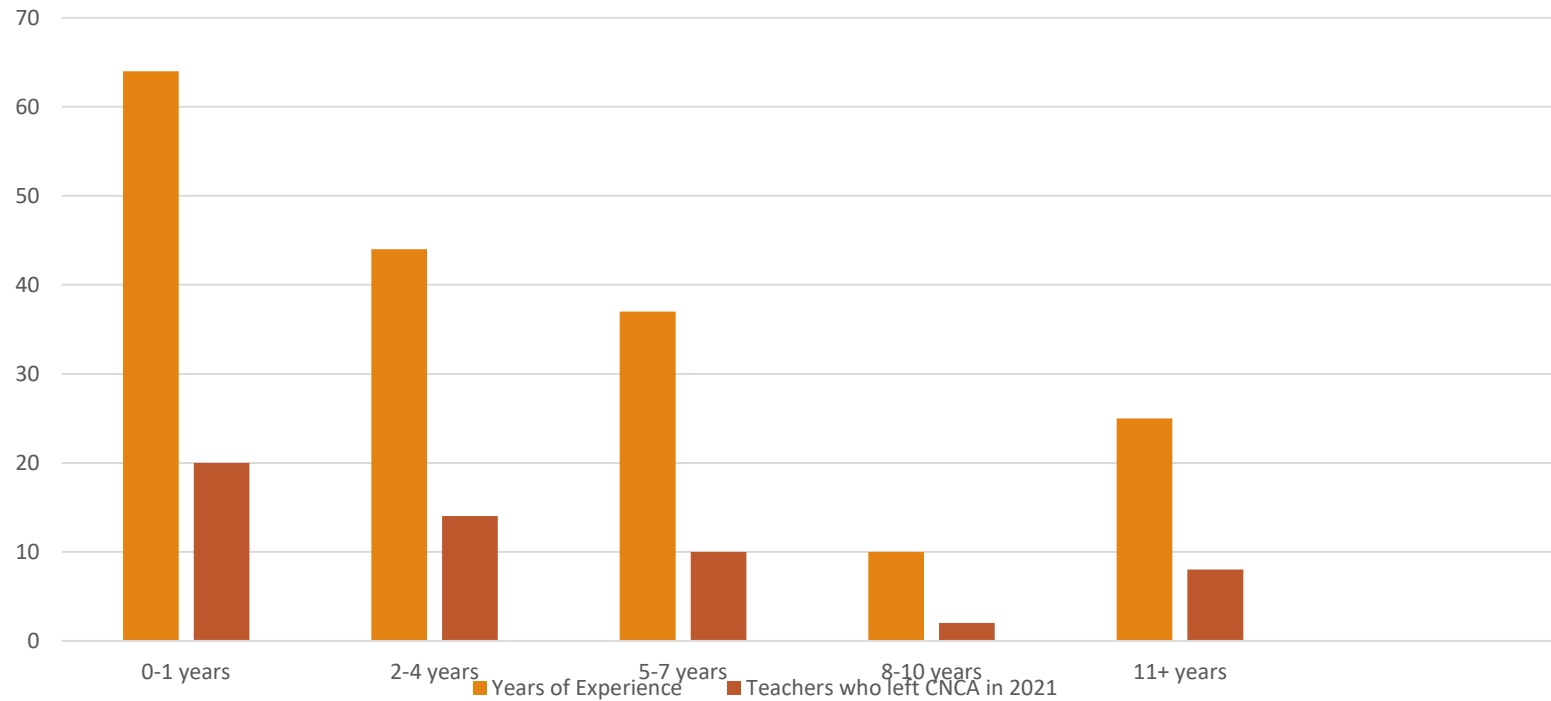
# Years of Teaching at CNCA 21-22 (all teachers)

---



# Teacher Retention 21-22

Years of Experience vs. Teacher Turnover



# Trends from Exit Interview Data 2020-2021

---

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

---

## **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

# External Trends Affecting Staff Retention/Recruitment

---

- ❑ 8% of teachers were already leaving the profession pre-pandemic and we know this number will increase post-pandemic.
- ❑ CA continues to experience a serious teacher shortage
  - Santa Ana Unified reported 52 teacher vacancies the last week of August (1/2 were in special education).
  - Long Beach Unified also reported severe teacher shortage. 34 vacancies in late August (after already hiring 474 teachers this summer).
  - LAUSD had over 200 positions open the 2<sup>nd</sup> week of August. LAUSD had to deploy existing credentialed staff (such as from administrative roles) to fill teaching vacancies.
- ❑ Shortage of Classified staff
  - New one-time funding for schools has made it difficult to fill many of our classified positions.

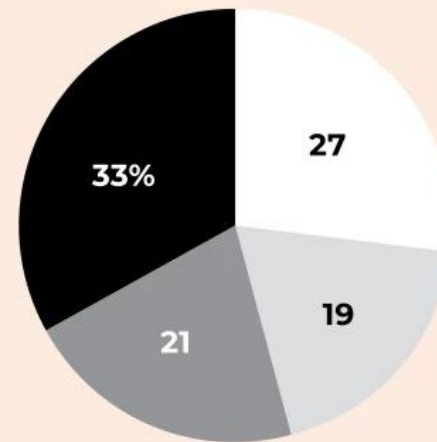
# 2021-2022 was one of the most difficult years for educators.

---

**What is the likelihood that you will leave teaching in the next two years?**

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely

**Teacher responses**



SOURCE: EdWeek Research Center, 2021



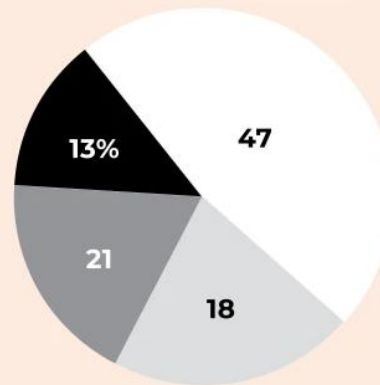
# 2021-2022 was one of the most difficult years for educators.

---

**If someone had asked me in the fall of 2019 (before the pandemic) how likely I was to leave teaching in the next two years, I would have replied that I was:**

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely

**Teacher responses**



SOURCE: EdWeek Research Center, 2021

# Focus for 2022-23...

---

- ❑ Salary analysis to ensure we remain competitive for multiple years in the future
- ❑ Responding to data from exit interviews, 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 that experience for others
- ❑ Building belonging through bridging
- ❑ Strengthening internal pipelines