



TURNOVER AND HIRING REPORT
HUMAN RESOURCES

September 13, 2022

Agenda

- Grounding the Work
- Turnover Data
- Hiring Update SY 2022-23

Grounding the Work

- **Board End Statement:** Outstanding Educators and Staff
 - II-A: Quality educators and staff have been recruited, developed, supported, retained and celebrated
- **Superintendent Goals**
 - 2: Culture and Climate: Continue to work to improve organization turnover
- **Strategic Plan**
 - Strategic Theme #3: Positive and supportive culture
 - Strategic Theme #6: Recruitment, retention, and development of high-quality employees

CDE Turnover Calculation Process

- CDE takes a headcount snapshot of employees by the job code they hold effective December 1 and compares that snapshot to the prior December 1 snapshot
- CDE considers all employees regardless of contract type
- Charter School employees are included in CDE's district numbers
- Movement between different jobs within a district, even a promotion within district, is represented as turnover
- For teacher turnover, CDE separates out the licensed and classified groups into subgroups
- This data represents the difference between the 2020-2021 school year and the 2021-2022 school year (December to December of each year)

CDE Historical Turnover - DCSD

Published each January for the Prior Year

Position (Job) Categories	2016 - 2017 Turnover Rate 12/2015-12/2016	2017 - 2018 Turnover Rate 12/2016-12/2017	2018 - 2019 Turnover Rate 12/2017-12/2018	2019 - 2020 Turnover Rate 12/2018-12/2019	2020-2021 Turnover Rate 12/2019-12/2020	2021-2022 Turnover Rate 12/2020-12/2021
Administrators	22.45%	36.7%	16.2%	71.4%*	25.0%	12.5%
Crafts/Trades/Services	22.23%	23.2%	23.1%	20.0%	22.1%	22.6%
Instructional Support	35.78%	21.5%	23.2%	18.1%	17.8%	18.4%
Office/Administrative Support	12.98%	12.6%	15.8%	17.3%	20.5%	20.1%
Other Support	24.02%	13.0%	12.4%	14.3%	14.2%	19.5%
Paraprofessional	28.59%	25.0%	27.3%	22.9%	25.8%	27.0%
Principals	14.29%	7.8%	12.6%	11.0%	10.0%	12.4%
Professional-Other	18.69%	15.8%	17.3%	14.5%	15.6%	18.1%
Teachers	19.04%	13.4%	13.8%	13.7%	13.7%	16.5%
State Totals	22.11%	17.6%	18.4%	17.3%	18.0%	19.7%



Source: Colorado Department of Education

*Reclassification of district admin into another category to align with state reporting

CDE Metro Area District Comparison

Published each January for the Prior Year

Position (Job) Categories	APS	CCSD	DCSD	DPS	JeffCo	LPS	State Avg
Administrators	40.7%	8.2%	12.5%	29.6%	17.9%	18.8%	24.2%
Crafts/Trades/Services	21.7%	20.6%	22.6%	22.1%	22.1%	22.8%	21.9%
Instructional Support	18.4%	23.9%	18.4%	34.7%	18.8%	31.9%	24.3%
Office/Admin Support	18.0%	22.3%	20.1%	24.6%	22.2%	23.2%	21.2%
Other Support	23.0%	14.2%	19.5%	20.1%	20.6%	10.8%	21.4%
Paraprofessional	28.4%	26.7%	27.0%	32.8%	29.5%	31.6%	30.6%
Principals	16.5%	18.3%	12.4%	20.2%	12.7%	17.3%	15.8%
Professional-Other	12.1%	21.8%	18.1%	28.5%	15.0%	19.1%	21.7%
Teachers	16.6%	15.9%	16.5%	16.8%	13.6%	16.0%	17.1%
Total Staff	19.7%	19.5%	19.7%	23.2%	19.0%	21.3%	21.2%



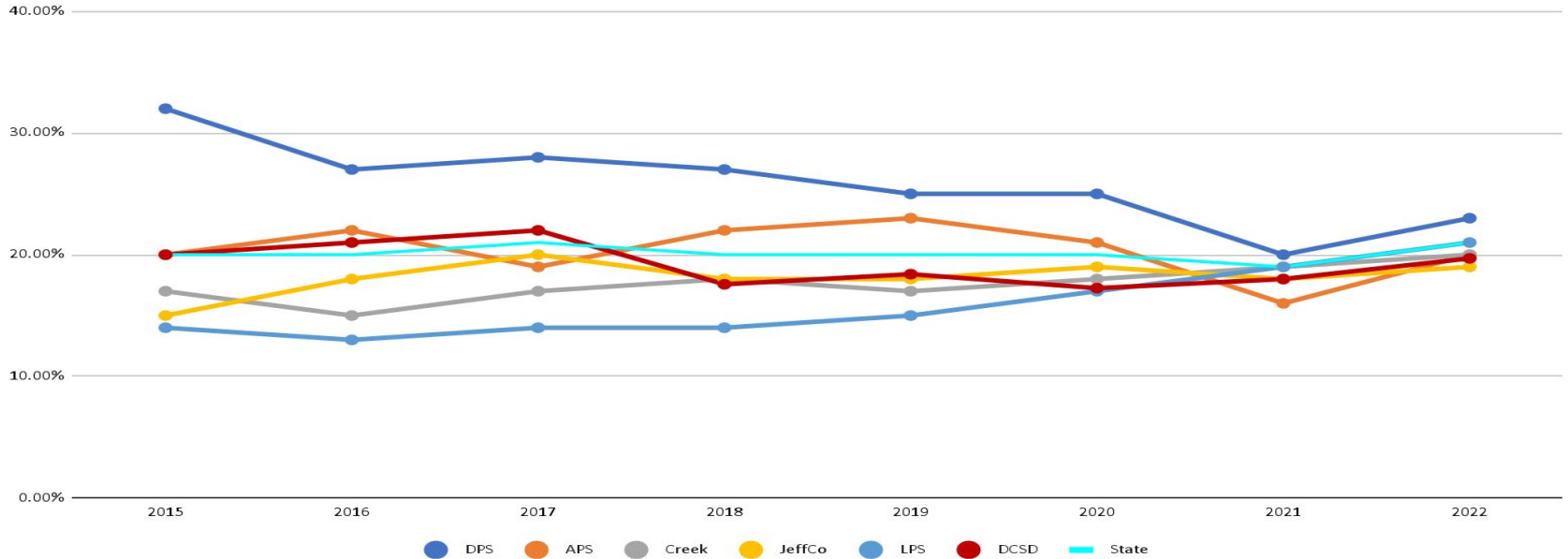
Source: Colorado Department of Education

Key: **Green**= below state avg, **Orange**=above state avg

Date Range: December 2020-December 2021

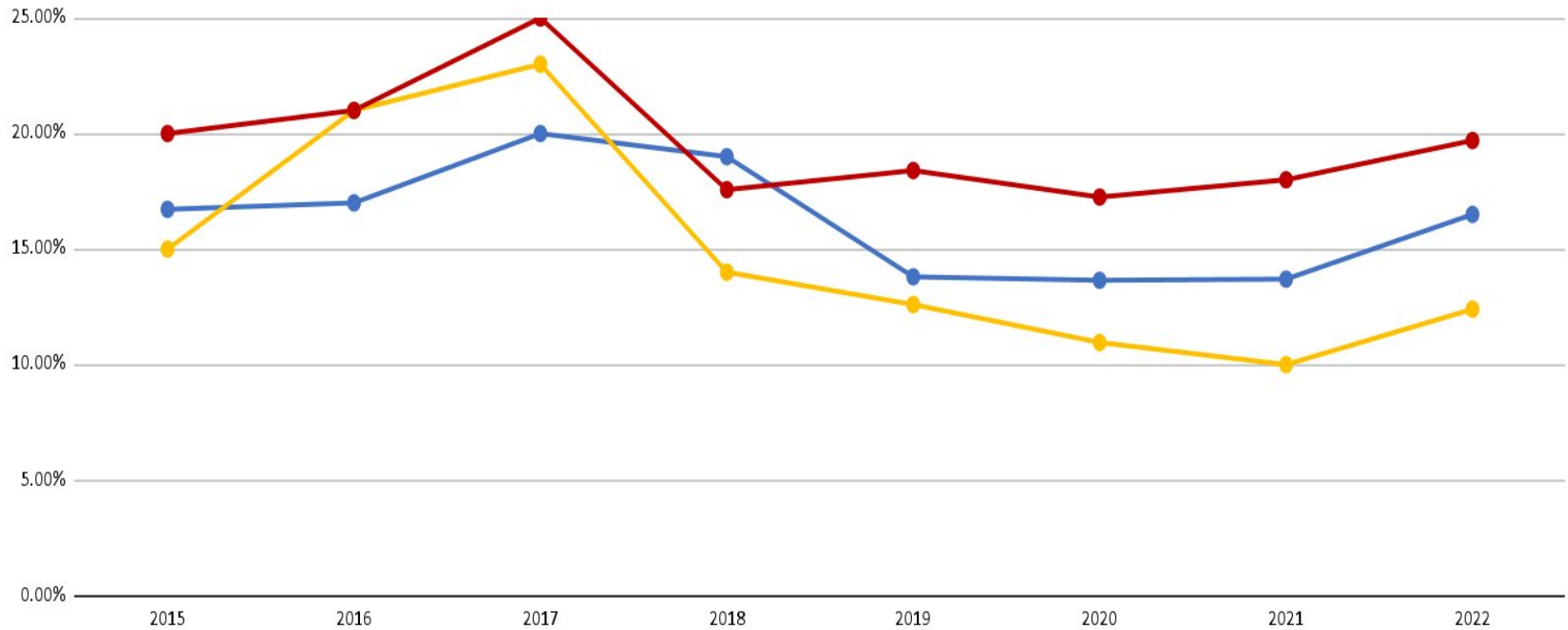
CDE Metro Area District Comparison

Published each January for the Prior Year



CDE Historical Turnover - DCSD

Published each January for the Prior Year



● Teacher ● Principals ● All Staff

Source: Colorado Department of Education
Note: CDE data represents the difference between the two prior school years (December to December of each year)

DCSD Turnover Calculation Process

- Timeline - July 1st to June 30th
- For licensed turnover, we reflect all licensed staff including teachers, mental health, nurses, counselors, among others
- We exclude charter employees, temporary employees (110s-retired employees), one-year only contracts, movement, and promotions
- This data represents the difference between the 2021-2022 school year and the start of 2022-2023 school year (CDEs calculations will not be published until January)

DCSD Historical Turnover By School Year

	SY 17-18	SY 18-19	SY 19-20	SY 20-21	SY 21-22*
Principal/AP	8.4%	7.1%	9.0%	4.6%	12.8%
Licensed	11.2%	9.7%	9.0%	12.3%	14.3%
Classified	23.4%	20.4%	19.7%	21.9%	26.8%
Total	16.5%	14.1%	13.4%	16.2%	19.2%

*Includes vacancies (which increase the percentage)

**This data set includes regular positions (filled or unfilled), excludes charters.

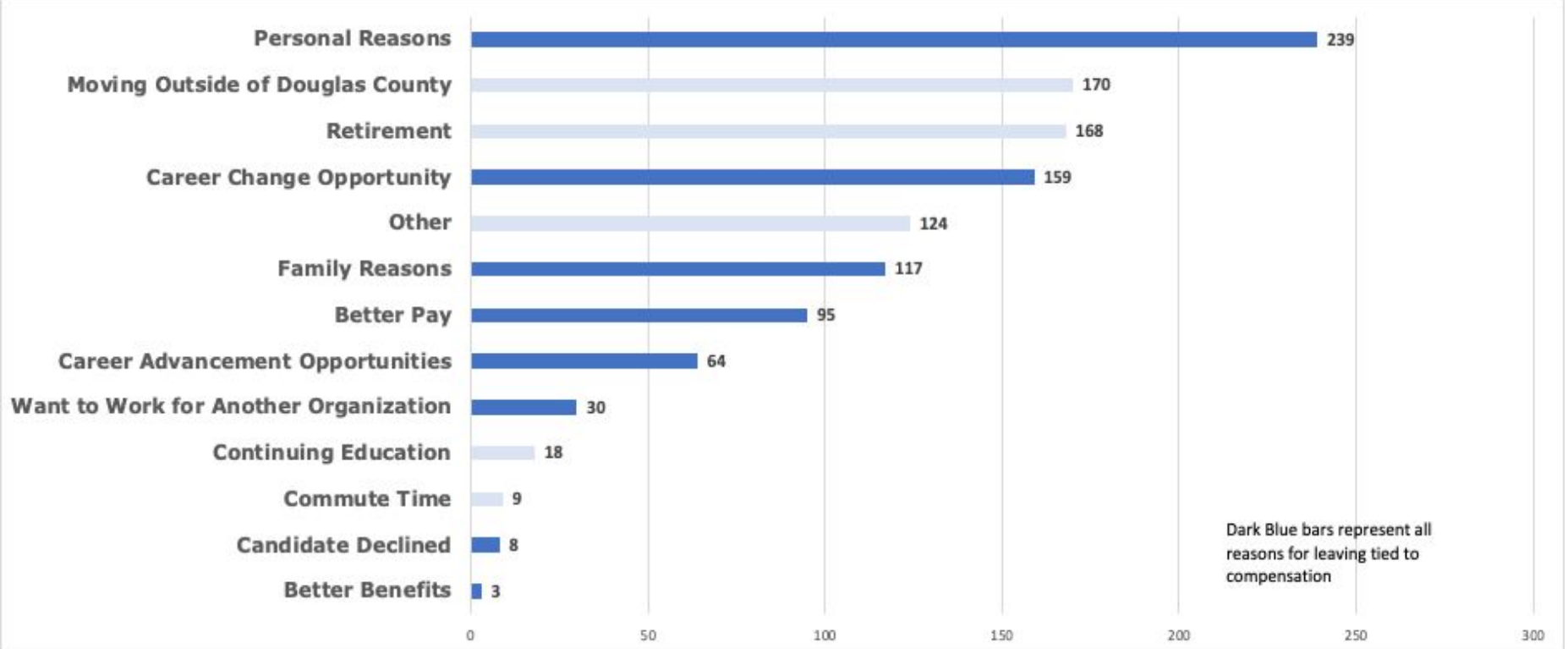
DCSD Historical Turnover By School Year

Number of Positions

Position (Job) Categories	2018-2019	2019-2020	2020-2021	2021-2022
Principals	7	4	6	8
Assistant Principals	5	10	4	14
Licensed*	333	322	440	491
Classified	563	554	616	618
Other	28	28	45	52
All DCSD	936	918	1111	1183

*This data set includes all licensed staff- teachers, special service providers

Reason For Leaving - All Employee Groups



Hiring

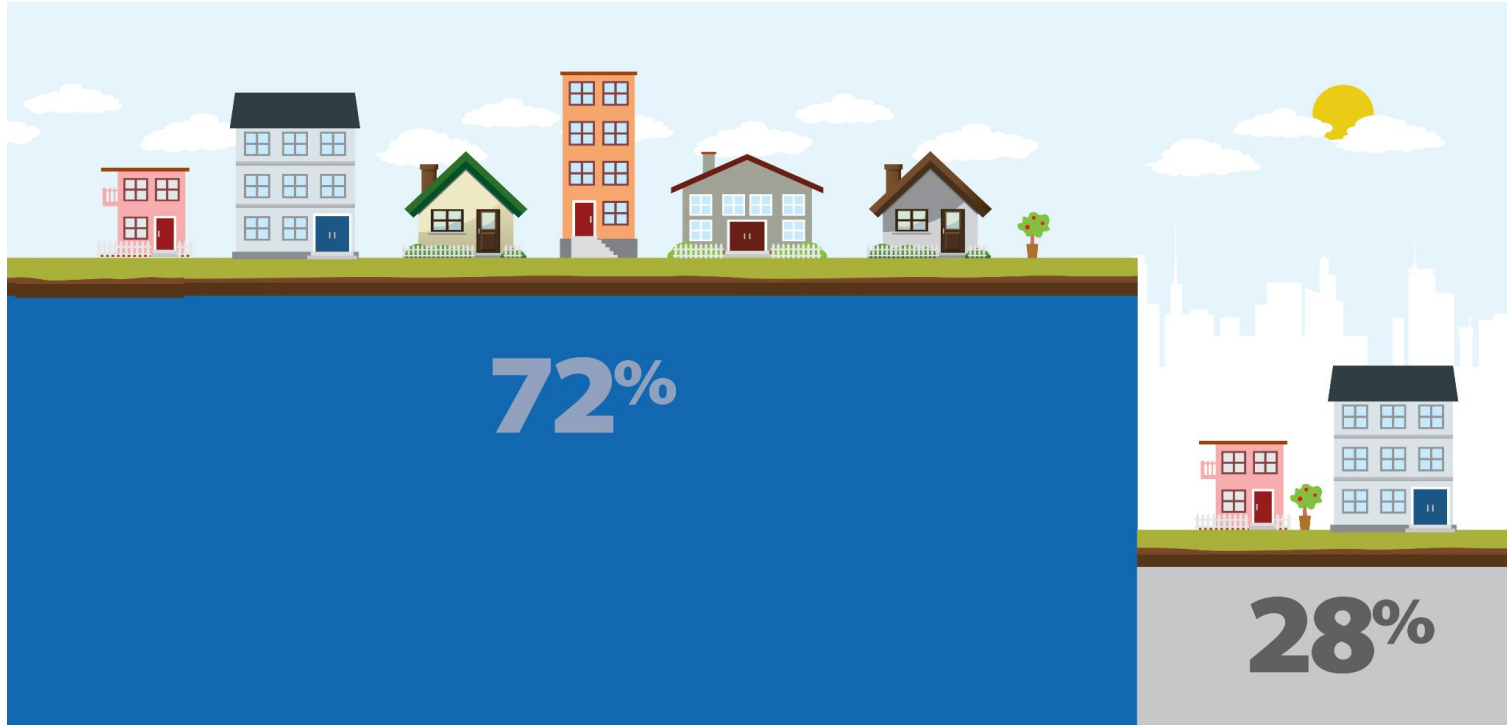
Hiring Data SY 22-23*

	Admin	ProTech	Licensed	Classified
New to DCSD	10	10	289	204
Returning	6	1	87	43
Total	16	11	376	247
Position Changes	47	18	665	244
Current Open Positions	2	20	48	313

**All regular positions, July 1 start date and excludes charters, coaches, subs, seasonal & temporary positions as of 9/6/22.*

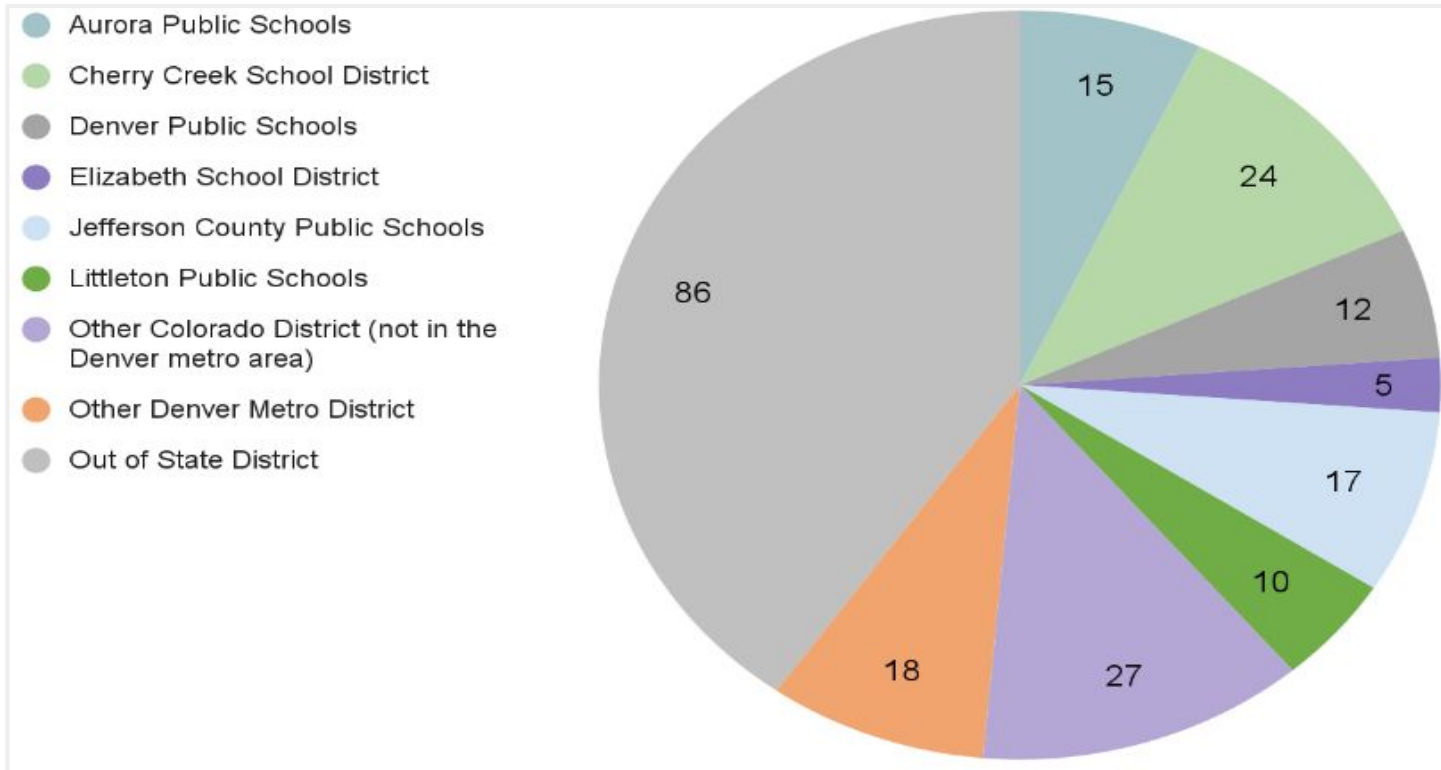
DCSD Residency

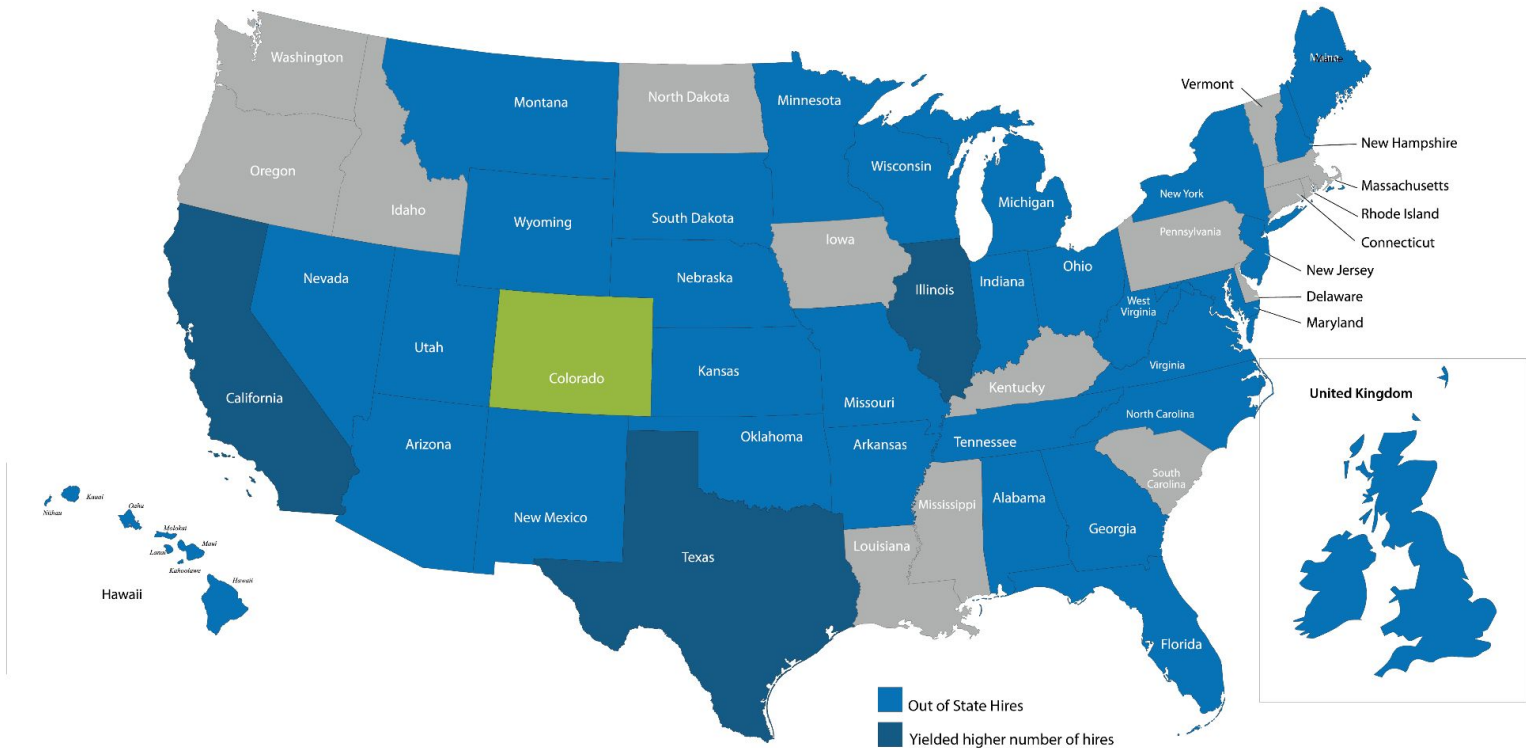
All Employee Groups



**All Employee groups, excludes Contingent Workers, includes Charters*

2022-2023 Licensed Hires

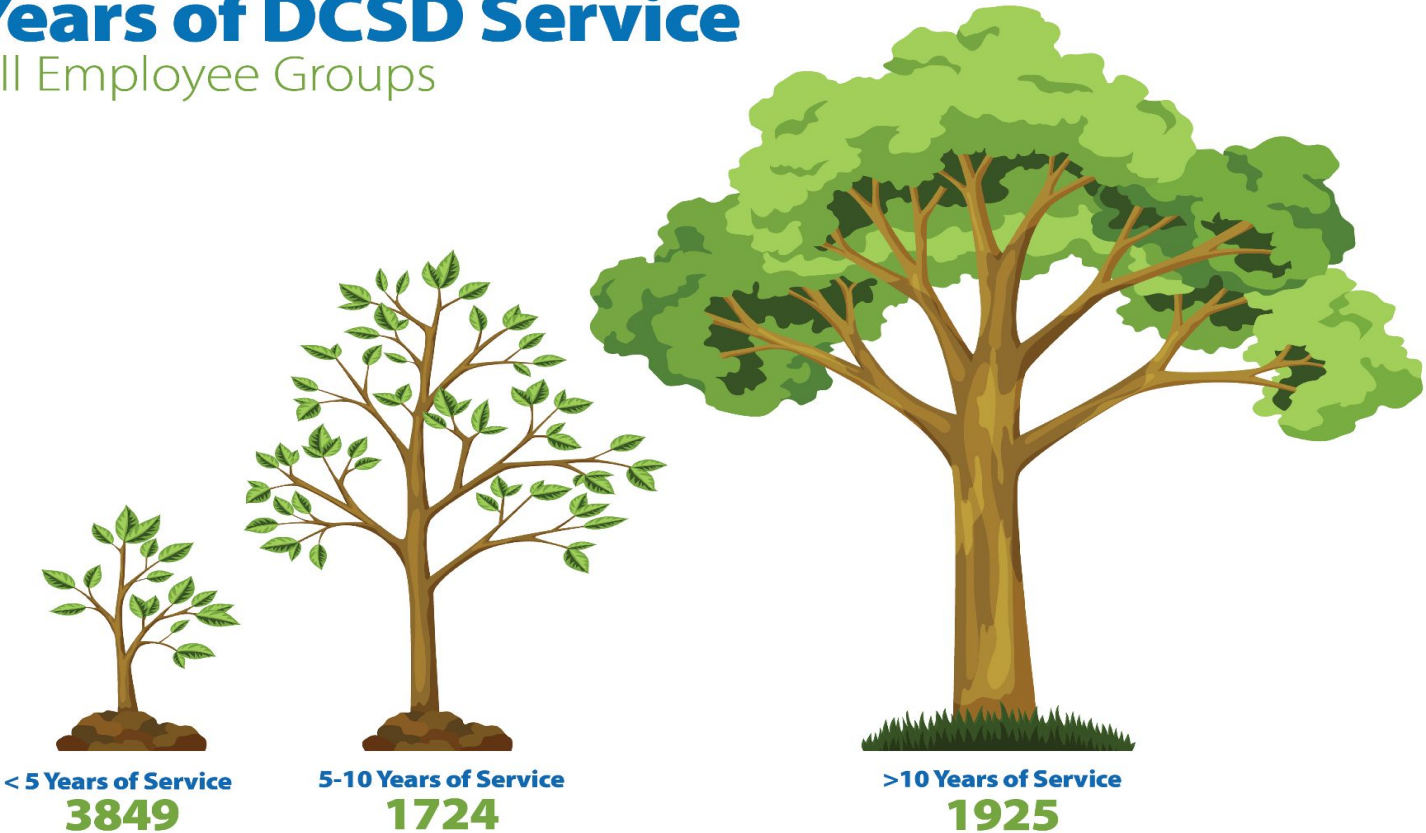




2022-23 Licensed Hires - Out of State

Years of DCSD Service

All Employee Groups





Questions?

