



# SUFFIELD PUBLIC SCHOOLS

Suffield, Connecticut

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**DATE:** August 16, 2017  
**TO:** Suffield Board of Education  
**FROM:** Karen Berasi, Superintendent  
**RE:** Suffield Public Schools Educator Retention Analysis

Annually, I report to the Board data on educator turnover and retention in the district. Turnover includes attrition (educators leaving the profession), and migration, (educators moving to a different district). The information attached shows attrition, migration, and retention data for the last five years. Also included is a breakdown by school of the same data over the same time period.

Below is the national data from 2013 (most recent data available) as a basis of comparison with Suffield.

*U.S. Demographics (U.S. Department of Education, National Center for Education Statistics, TFS, 2013):*

<b>Attrition</b>	<b>Migration</b>	<b>Retention</b>
7.7%	8.1%	84.3%

As you can see in the attached information, Suffield is below the national average for turnover and above the national average for retention. Our focus is, and will continue to be, building a strong professional culture through collaboration and professional development because we know teacher growth equals student growth.

Encl.

TEACHER/ADMINSTRATOR TURNOVER IN THE SUFFIELD PUBLIC SCHOOLS (5 YEAR ANALYSIS)

	<i>Non-renew/Position Eliminated</i>	<i>Retirement</i>	<i>Career change/stay home</i>	<i>Other</i>				<i>Administration position</i>	<i>Moved out of state</i>	<i>Closer to home</i>	<i>Other/Personal</i>			<i>Total Attrition &amp; Migration</i>	<i>Retention</i>	
<b>2012-2013</b>					<b>Total</b>	<b>%</b>	<b>2012-2013</b>					<b>Total</b>	<b>%</b>			
<b>Attrition</b>	4	5	3	0	12	5.4%	<b>Migration</b>	0	1	2	3	6	2.7%	18	8.1%	91.9%

	<i>Non-renew/Position Eliminated</i>	<i>Retirement</i>	<i>Career change/stay home</i>	<i>Other</i>				<i>Administration position</i>	<i>Moved out of state</i>	<i>Closer to home</i>	<i>Other/Personal</i>			<i>Total Attrition &amp; Migration</i>	<i>Retention</i>	
<b>2013-2014</b>					<b>Total</b>	<b>%</b>	<b>2013-2014</b>					<b>Total</b>	<b>%</b>			
<b>Attrition</b>	2	7	2	0	11	4.9%	<b>Migration</b>	2	0	3	6	11	4.9%	22	9.9%	90.1%

	<i>Non-renew/Position Eliminated</i>	<i>Retirement</i>	<i>Career change/stay home</i>	<i>Other</i>				<i>Administration position</i>	<i>Moved out of state</i>	<i>Closer to home</i>	<i>Other/Personal</i>			<i>Total Attrition &amp; Migration</i>	<i>Retention</i>	
<b>2014-2015</b>					<b>Total</b>	<b>%</b>	<b>2014-2015</b>					<b>Total</b>	<b>%</b>			
<b>Attrition</b>	5	4	0	0	9	4.0%	<b>Migration</b>	0	1	1	6	8	3.6%	17	7.6%	92.4%

	<i>Non-renew/Position Eliminated</i>	<i>Retirement</i>	<i>Career change/stay home</i>	<i>Other</i>				<i>Administration position</i>	<i>Moved out of state</i>	<i>Closer to home</i>	<i>Other/Personal</i>			<i>Total Attrition &amp; Migration</i>	<i>Retention</i>	
<b>2015-2016</b>					<b>Total</b>	<b>%</b>	<b>2015-2016</b>					<b>Total</b>	<b>%</b>			
<b>Attrition</b>	4	5	2	1	12	5.4%	<b>Migration</b>	0	2	5	5	12	5.4%	24	10.8%	89.2%

	<i>Non-renew/Position Eliminated</i>	<i>Retirement</i>	<i>Career change/stay home</i>	<i>Other</i>				<i>Administration position</i>	<i>Moved out of state</i>	<i>Closer to home</i>	<i>Other/Personal</i>			<i>Total Attrition &amp; Migration</i>	<i>Retention</i>	
<b>2016-2017</b>					<b>Total</b>	<b>%</b>	<b>2016-2017</b>					<b>Total</b>	<b>%</b>			
<b>Attrition</b>	0	5	2	0	7	3.2%	<b>Migration</b>	2	2	1	6	11	5.0%	18	8.3%	91.7%

## Total Attrition/Migration by School (2012-2016)

### 2012-2013 By School

	Total Attrition	Total Migration	Total Attrition & Migration
AWS	3	0	3
MIS	1	3	4
SMS	3	0	3
SHS	5	2	7
District	0	1	1
	<b>Total</b>		<b>18</b>

### 2013-2014 By School

	Total Attrition	Total Migration	Total Attrition & Migration
AWS	5	2	7
MIS	4	2	6
SMS	1	4	5
SHS	1	3	4
District	0	0	0
	<b>Total</b>		<b>22</b>

### 2014-2015 By School

	Total Attrition	Total Migration	Total Attrition & Migration
AWS	2	1	3
MIS	1	1	2
SMS	2	1	3
SHS	0	4	4
District	4	1	5
	<b>Total</b>		<b>17</b>

### 2015-2016 By School

	Total Attrition	Total Migration	Total Attrition & Migration
AWS	2	5	7
MIS	5	4	9
SMS	1	1	2
SHS	4	1	5
District	0	1	1
	<b>Total</b>		<b>24</b>

### 2016-2017 By School

	Total Attrition	Total Migration	Total Attrition & Migration
AWS	3	4	7
MIS	2	2	4
SMS	0	1	1
SHS	2	3	5
District	0	1	1
	<b>Total</b>		<b>18</b>