



2016-2017 TURNOVER DATA
Summary - Licensed
Completed interviews: 146

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	103	27%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	24	6%	6%	6%
School district policies and/or practices	40	10%	10%	7%
Required teaching methods and curriculum	18	5%	5%	
Excessive workload or work hours	34	9%	8%	8%
Principal or Manager	36	9%	9%	12%
Parent or student conflicts	14	4%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	13	3%	3%	5%
Lack of recognition, appreciation and respect	39	10%	10%	9%
Training, development or continuing education required to perform the job	15	4%	4%	5%
Concerns about my job security, position elimination or performance evaluation	12	3%	3%	7%
Employee benefits	9	2%	2%	3%
Compensation, pay	14	4%	3%	11%
Lack of advancement or promotional opportunities	17	4%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	338	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	50	51%	53%	20%
Personal or family health reasons	10	10%	17%	26%
Child care	7	7%	9%	8%
Return to school	7	7%	6%	15%
Commute	11	11%	9%	11%
Retired	14	14%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	99	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	78	56%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	7	5%	4%	5%
School district policies and/or practices	13	9%	4%	6%
Required teaching methods and curriculum	6	4%	3%	
Excessive workload or work hours	5	4%	3%	6%
Principal or Manager	15	11%	17%	14%
Parent or student conflicts	2	1%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	6	4%	0%	2%
Training, development or continuing education required to perform the job	1	1%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	3	2%	3%	11%
Lack of advancement or promotional opportunities	3	2%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	139	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	22	69%	63%	
Instructional demands related to teaching	10	31%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	32	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	73	53%	55%	41%
Not working after leaving ACPS	15	11%	38%	31%
Working for another organization but not in the teaching or education industry/field	47	35%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	135	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	105	72%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	101	69%	70%	68%



2016-2017 TURNOVER DATA

Support Staff

Completed interviews: 50

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	34	27%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	9	7%	6%	6%
School district policies and/or practices	6	5%	10%	7%
Required teaching methods and curriculum	2	2%	5%	
Excessive workload or work hours	12	9%	8%	8%
Principal or Manager	8	6%	9%	12%
Parent or student conflicts	1	1%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	2	2%	3%	5%
Lack of recognition, appreciation and respect	12	9%	10%	9%
Training, development or continuing education required to perform the job	8	6%	4%	5%
Concerns about my job security, position elimination or performance evaluation	4	3%	3%	7%
Employee benefits	3	2%	2%	3%
Compensation, pay	14	11%	3%	11%
Lack of advancement or promotional opportunities	13	10%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	128	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	11	33%	53%	20%
Personal or family health reasons	3	9%	17%	26%
Child care	2	6%	9%	8%
Return to school	6	18%	6%	15%
Commute	0	0%	9%	11%
Retired	11	33%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	33	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	23	55%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	1	2%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	2	5%	3%	6%
Principal or Manager	4	10%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	3	7%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	5	12%	3%	11%
Lack of advancement or promotional opportunities	4	10%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	42	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	6	75%	63%	
Instructional demands related to teaching	2	25%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	8	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	7	16%	55%	41%
Not working after leaving ACPS	26	58%	38%	31%
Working for another organization but not in the teaching or education industry/field	12	27%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	45	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	40	80%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	39	78%	70%	68%



2016-2017 TURNOVER DATA

Administrators

Completed interviews: 11

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	9	26%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	2	6%	6%	6%
School district policies and/or practices	3	9%	10%	7%
Required teaching methods and curriculum	0	0%	5%	
Excessive workload or work hours	4	11%	8%	8%
Principal or Manager	3	9%	9%	12%
Parent or student conflicts	0	0%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	1	3%	3%	5%
Lack of recognition, appreciation and respect	4	11%	10%	9%
Training, development or continuing education required to perform the job	1	3%	4%	5%
Concerns about my job security, position elimination or performance evaluation	1	3%	3%	7%
Employee benefits	1	3%	2%	3%
Compensation, pay	3	9%	3%	11%
Lack of advancement or promotional opportunities	3	9%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	35	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	3	33%	53%	20%
Personal or family health reasons	2	22%	17%	26%
Child care	1	11%	9%	8%
Return to school	0	0%	6%	15%
Commute	1	11%	9%	11%
Retired	2	22%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	9	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	5	45%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	0	0%	4%	5%
School district policies and/or practices	0	0%	4%	6%
Required teaching methods and curriculum	0	0%	3%	
Excessive workload or work hours	2	18%	3%	6%
Principal or Manager	1	9%	17%	14%
Parent or student conflicts	0	0%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	1	9%	0%	2%
Training, development or continuing education required to perform the job	0	0%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	0	0%	3%	11%
Lack of advancement or promotional opportunities	2	18%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	11	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	2	100%	63%	
Instructional demands related to teaching	0	0%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	2	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	6	60%	55%	41%
Not working after leaving ACPS	2	20%	38%	31%
Working for another organization but not in the teaching or education industry/field	2	20%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	10	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	9	82%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	5	45%	70%	68%



2016-2017 TURNOVER DATA
ACPS – All Staff
Completed interviews: 207

Contributing Turnover Causes (Employees may select more than one turnover cause.)	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	146	26%	26%	13%
Job duties - you disliked the type of work your position required you to perform each day	35	6%	6%	6%
School district policies and/or practices	49	9%	10%	7%
Required teaching methods and curriculum	20	4%	5%	
Excessive workload or work hours	50	9%	8%	8%
Principal or Manager	47	9%	9%	12%
Parent or student conflicts	15	3%	3%	
Unsafe conditions in the workplace; concerns about my personal safety	16	3%	3%	5%
Lack of recognition, appreciation and respect	55	10%	10%	9%
Training, development or continuing education required to perform the job	24	4%	4%	5%
Concerns about my job security, position elimination or performance evaluation	17	3%	3%	7%
Employee benefits	13	2%	2%	3%
Compensation, pay	31	6%	3%	11%
Lack of advancement or promotional opportunities	33	6%	4%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	551	100%	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS	# Yes	% Yes	District	Norm %
Family relocation	64	45%	53%	20%
Personal or family health reasons	15	11%	17%	26%
Child care	10	7%	9%	8%
Return to school	13	9%	6%	15%
Commute	12	9%	9%	11%
Retired	27	19%	7%	20%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	141	100%	100%	

Single Most Important Turnover Cause	# Yes	% Yes	District	Norm %
Reasons Unrelated to ACPS	106	55%	55%	36%
Job duties - you disliked the type of work your position required you to perform each day	8	4%	4%	5%
School district policies and/or practices	13	7%	4%	6%
Required teaching methods and curriculum	6	3%	3%	
Excessive workload or work hours	9	5%	3%	6%
Principal or Manager	20	10%	17%	14%
Parent or student conflicts	2	1%	1%	
Unsafe conditions in the workplace; concerns about my personal safety	0	0%	3%	2%
Lack of recognition, appreciation and respect	10	5%	0%	2%
Training, development or continuing education required to perform the job	1	1%	1%	2%
Concerns about my job security, position elimination or performance evaluation	0	0%	1%	2%
Employee benefits	0	0%	0%	3%
Compensation, pay	8	4%	3%	11%
Lack of advancement or promotional opportunities	9	5%	5%	9%
<i>Total Responses to Single Most Important Turnover Cause</i>	192	100%	100%	
Causes for Excessive Workload or Work Hours	# Yes	% Yes	District	Norm %
Non-instructional demands; demands unrelated to teaching	30	71%	63%	
Instructional demands related to teaching	12	29%	37%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	42	100%	100%	
Employment Status After Leaving	# Yes	% Yes	District	Norm %
Working for another school system or organization in the teaching or education field	86	45%	55%	41%
Not working after leaving ACPS	75	39%	38%	31%
Working for another organization but not in the teaching or education industry/field	29	15%	7%	29%
<i>Total Responses to Employment Status After Leaving</i>	190	100%	100%	
Recommendation as Employer	# Yes	% Yes	District	Norm %
Would you recommend ACPS as an employer to others?	154	74%	73%	72%
Rehire Interest	# Yes	% Yes	District	Norm %
Would you consider working for ACPS in the future?	145	70%	70%	68%