

Staff Attrition in MMSD

2013-14 Attrition

The report below presents attrition data by job type for the period from November 1, 2013 to October 31, 2014. For example, the “Teachers” row shows that there were 2,800 teachers on November 1, 2013, and of those teachers, 74 retired, 140 resigned, five passed away, and 10 had a temporary contract expire before October 31, 2014. Over the same period, 244 new teachers were hired, and there were 2,799 total teachers as of October 31, 2014. The table on the right side of the report shows attrition rates overall and excluding retirees by job type.



This graph and table illustrate staff attrition across job types. Note that subtracting separated workers and adding hired workers from the beginning of year total will not always lead to the end of year total because some employees transfer across units.

Job Type	Attrition Without Retirees	Total Attrition
Administrators	8.5%	14.1%
Bilingual Resource Specialists	5.8%	7.0%
Clerical/Technical Unit	5.8%	11.2%
Custodial Unit	1.4%	4.3%
Educational Assistant Unit	8.8%	11.5%
Food Service Worker Unit	9.7%	12.7%
Non Union Clerical	18.5%	22.2%
Non Union Professional	6.0%	6.0%
Security Assistants Unit	6.9%	10.3%
Teachers	5.5%	8.2%
Ther Assts/Hi Inrtrprs/Brailists	0.0%	5.4%
Trades Workers	6.1%	6.1%

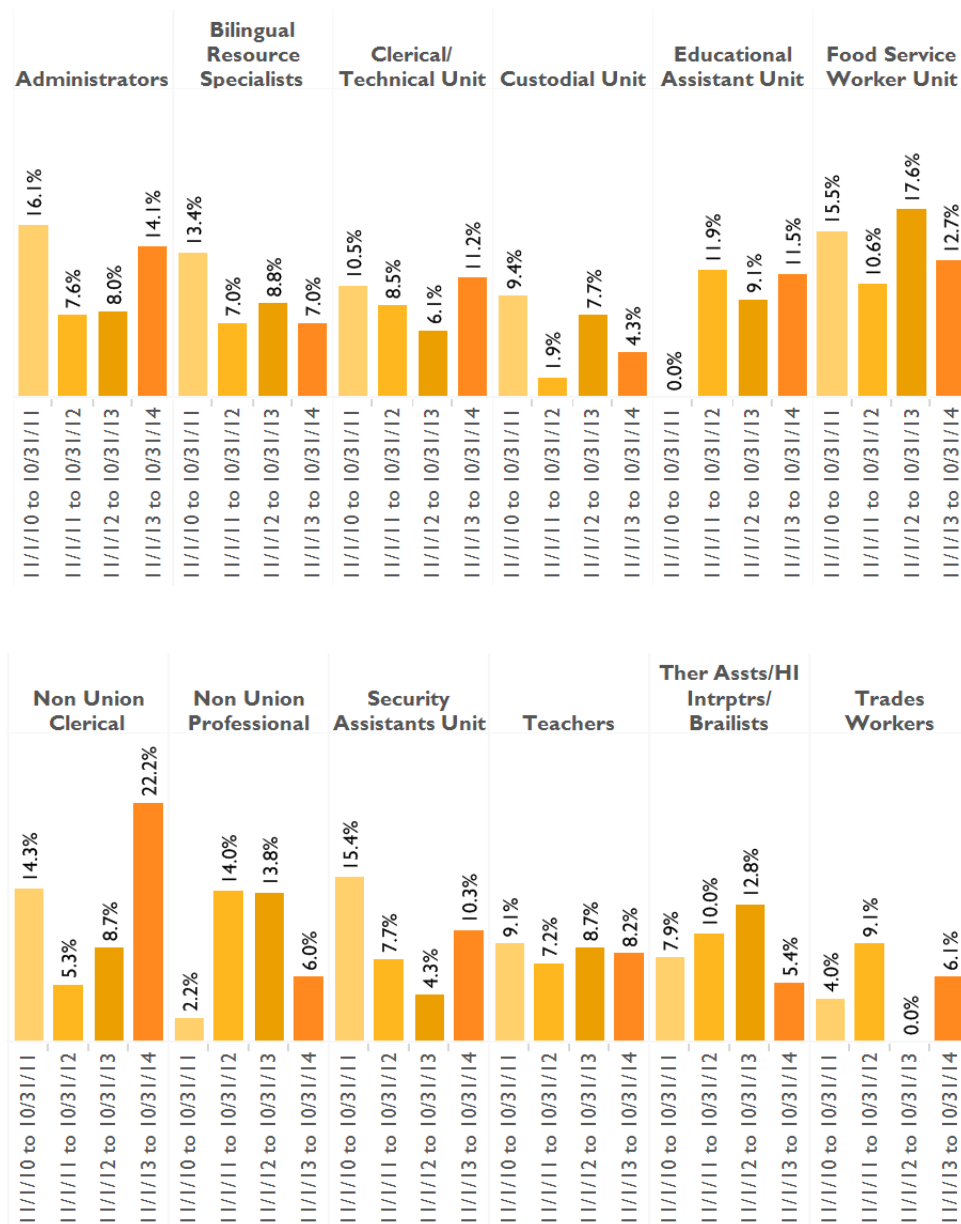


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Attrition rates are best used in combination with the total number of staff with a given job type. For example, although the teacher attrition rate of 8.2% does not stick out as particularly high, it represents a total of 229 staff no longer in the positions they held at the beginning of the year. The Non Union Clerical attrition rate of 22.2% is the highest, but this represents only six staff leaving their positions.

You can find similar graphics for the prior three years in the appendix.

The graph below shows attrition trends over the past four years to help illustrate whether the attrition seen for 2013-14 is an anomaly or consistent with a trend. Shading from lightest to darkest orange represents years. The lightest bars pertain to 2010-11 and the darkest bars pertain to 2013-14.

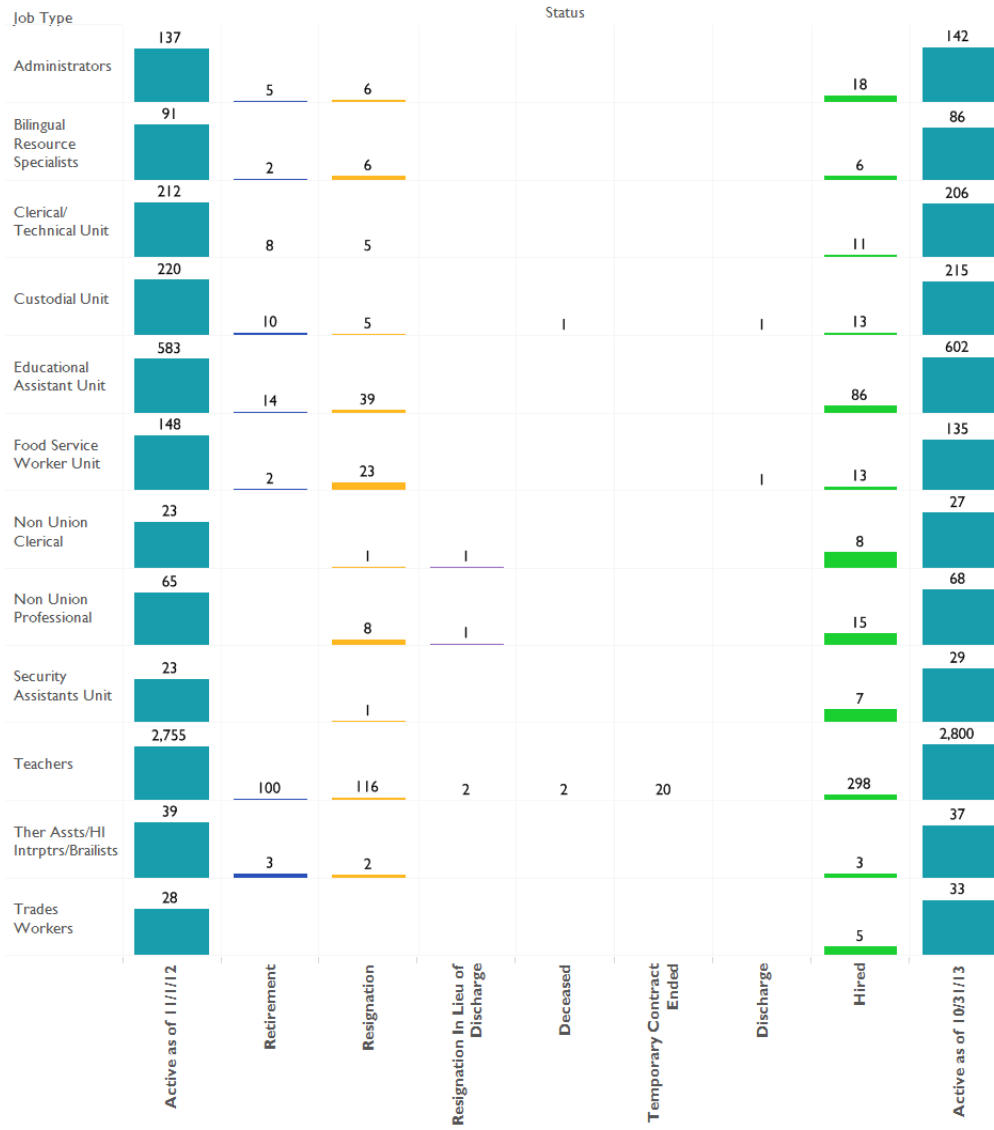


The 2013-14 attrition rate for workers in the Clerical/Technical Unit, 11.2%, was almost twice as high as the year before and higher than any year of the past four. Attrition for smaller units such as Non Union Clerical and Trades Workers varies significantly, which is unsurprising given the small numbers of staff (which means only a few changes can lead to very high rates).

Teacher attrition has been around 8% for the past four years, suggesting that the total of 229 teachers leaving their positions during 2013-14 is in line with previous years and could be expected to continue at a similar rate.

Appendix: Attrition During Prior Years

2012-13 Attrition



This graph and table illustrate staff attrition across job types. Note that subtracting separated workers and adding hired workers from the beginning of year total will not always lead to the end of year total because some employees transfer across units.

Job Type	Attrition Without Retirees	Total Attrition
Administrators	4.4%	8.0%
Bilingual Resource Specialists	6.6%	8.8%
Clerical/Technical Unit	2.4%	6.1%
Custodial Unit	3.2%	7.7%
Educational Assistant Unit	6.7%	9.1%
Food Service Worker Unit	16.2%	17.6%
Non Union Clerical	8.7%	8.7%
Non Union Professional	13.8%	13.8%
Security Assistants Unit	4.3%	4.3%
Teachers	5.1%	8.7%
Ther Assts/Hi Inrptprs/Brailists	5.1%	12.8%
Trades Workers	0.0%	0.0%



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2011-12 Attrition



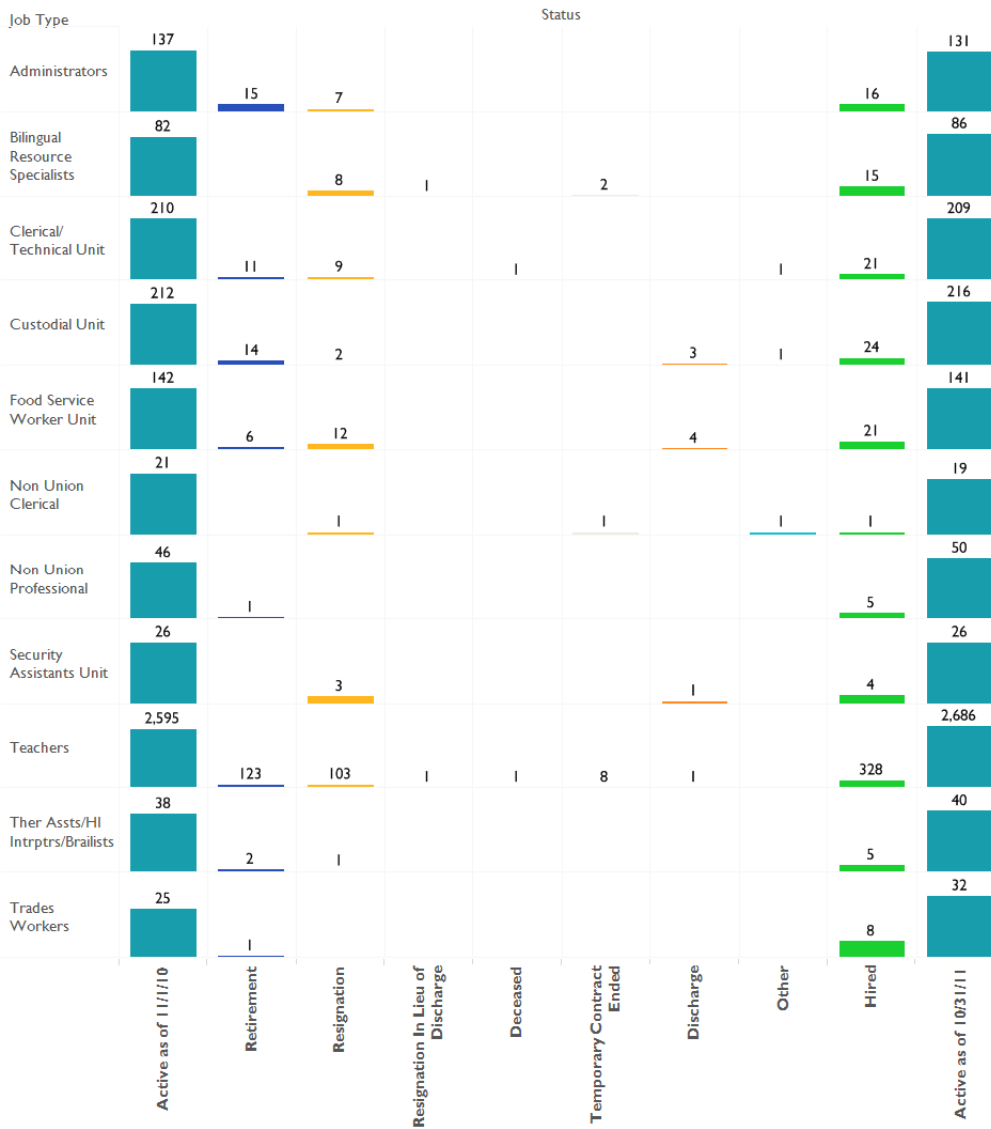
This graph and table illustrate staff attrition across job types. Note that subtracting separated workers and adding hired workers from the beginning of year total will not always lead to the end of year total because some employees transfer across units.

Job Type	Attrition Without Retirees	Total Attrition
Administrators	3.1%	7.6%
Bilingual Resource Specialists	7.0%	7.0%
Clerical/Technical Unit	4.7%	8.5%
Custodial Unit	1.9%	1.9%
Educational Assistant Unit	9.6%	11.9%
Food Service Worker Unit	8.5%	10.6%
Non Union Clerical	5.3%	5.3%
Non Union Professional	12.0%	14.0%
Security Assistants Unit	7.7%	7.7%
Teachers	4.4%	7.2%
Ther Assts/Hi Intraprts/Brailists	7.5%	10.0%
Trades Workers	3.0%	9.1%



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2010-11 Attrition



This graph and table illustrate staff attrition across job types. Note that subtracting separated workers and adding hired workers from the beginning of year total will not always lead to the end of year total because some employees transfer across units.

Job Type	Attrition Without Retirees	Total Attrition
Administrators	5.1%	16.1%
Bilingual Resource Specialists	13.4%	13.4%
Clerical/Technical Unit	5.2%	10.5%
Custodial Unit	2.8%	9.4%
Educational Assistant Unit	0.0%	0.0%
Food Service Worker Unit	11.3%	15.5%
Non Union Clerical	14.3%	14.3%
Non Union Professional	0.0%	2.2%
Security Assistants Unit	15.4%	15.4%
Teachers	4.4%	9.1%
Ther Assts/Hi Intrprts/Brailists	2.6%	7.9%
Trades Workers	0.0%	4.0%



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