

CEDAR HILL ISD

Staff Retention Report

Guardrail 2 Progress Monitoring

Recruitment • Retention • Certification • Growth

LONGHORN LEGACY

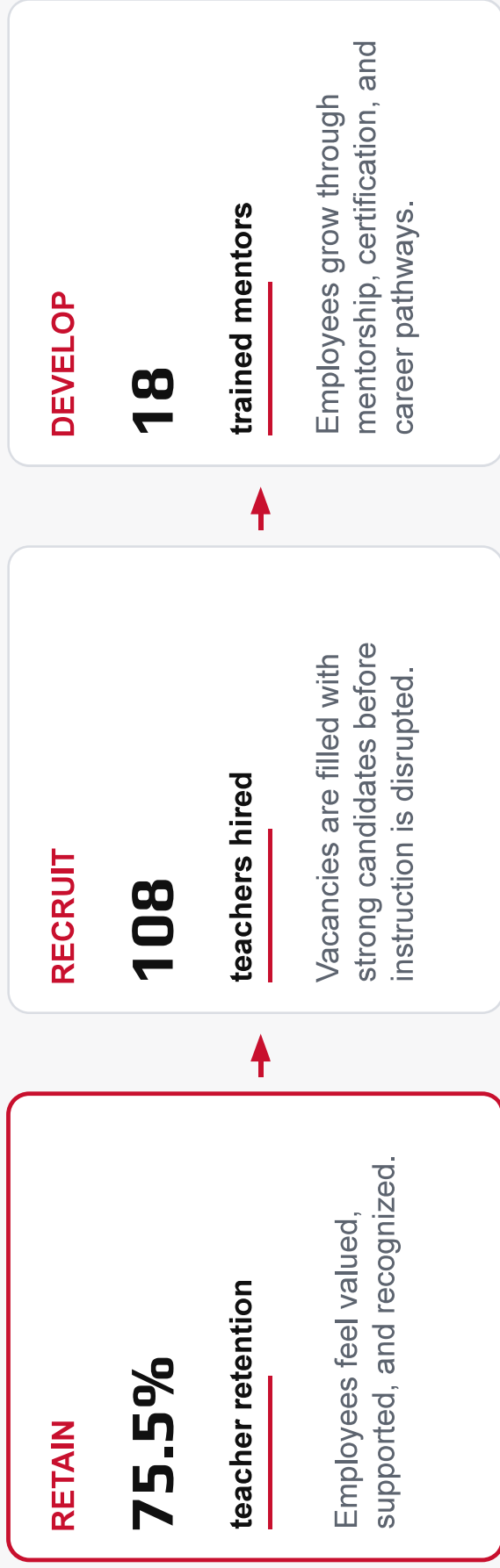
Every hire deserves a pathway to succeed and a reason to stay.

Human Resources



Retention Strategy Framework

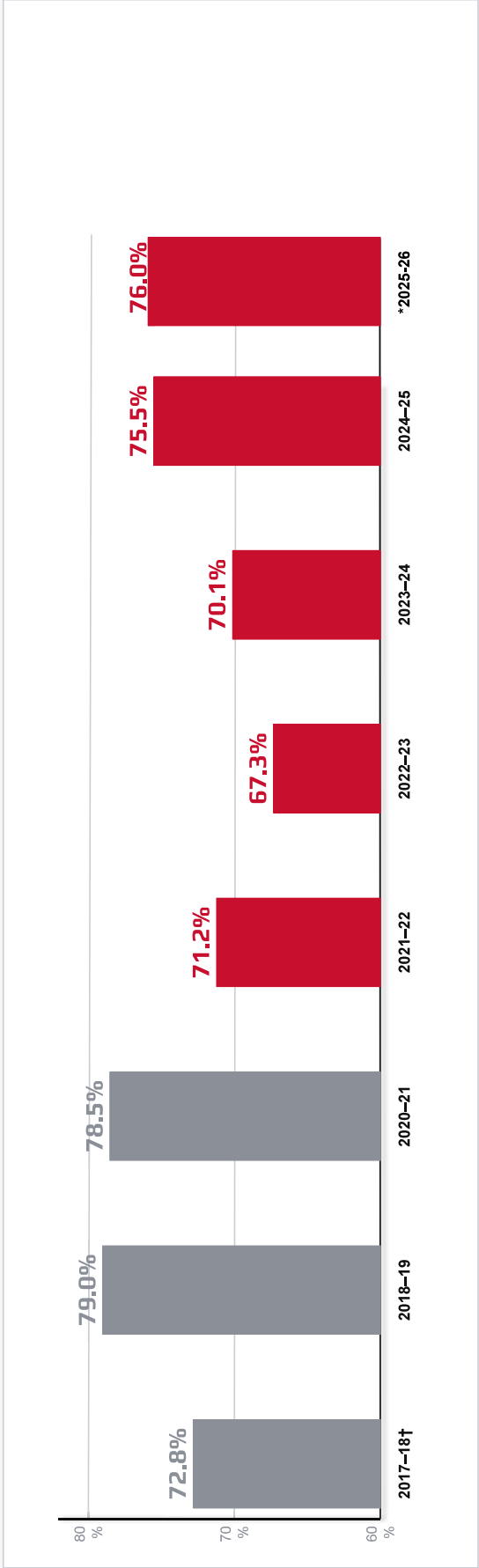
Modeled with a focus on recruitment and retention of quality staff



Retention is not one initiative — it is the result of aligned systems working together.

TEA/TAPR Teacher Retention Trend

Retention equivalent calculated from TEA teacher turnover rate. Lower turnover means higher retention.



Source: TEA/TAPR/TPRS 2017-2025 *2025-26 is an internal HR dashboard measure. Final TEA/TAPR will be released in Dec. 2026

2025-26 Workforce Snapshot

75.5%

Teacher retention

Internal HR dashboard: 75.97% teacher retention

68

Teacher resignations

Unique teacher resignations recorded in 25-26 professional resignation tracker

108

Teachers hired

Total teacher hires recorded in 2025-26 hiring summary

88%

Openings filled

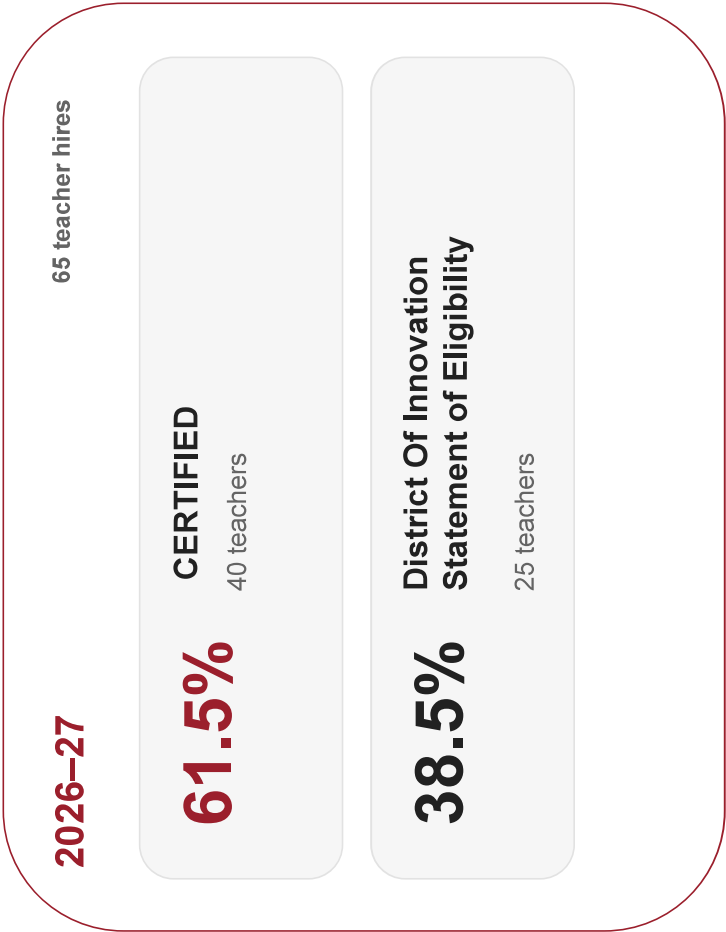
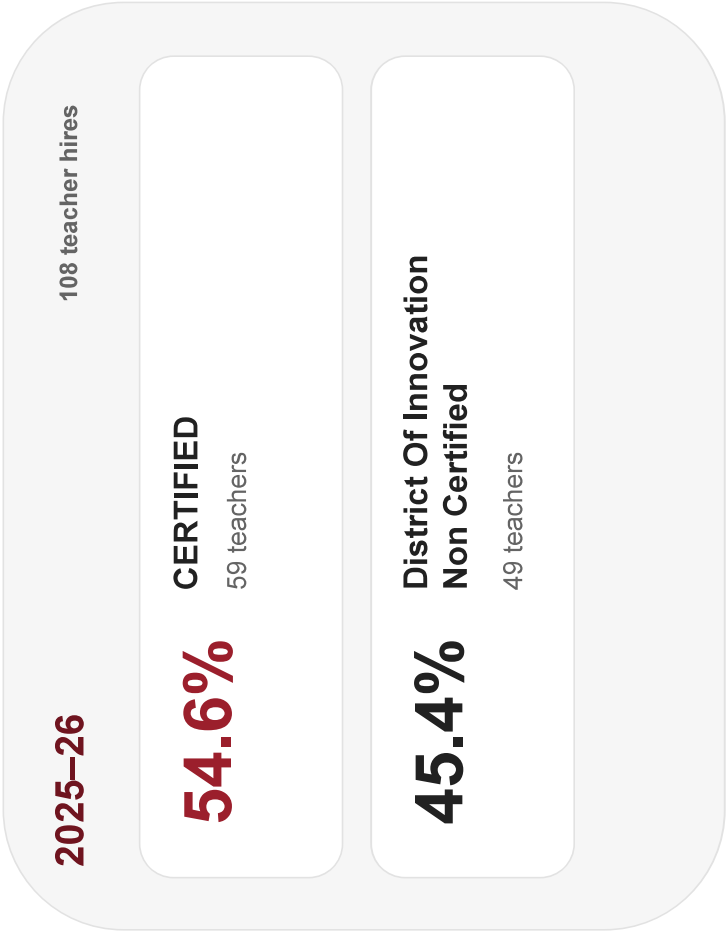
108 of 123 teacher openings filled during the year

Board-level interpretation

CHSD is filling positions, but the next retention challenge is strengthening certification pathways and keeping employees after the district invests in onboarding, mentoring, and support.

Who We Hired: Certification Mix

Two-year comparison of teacher hiring pathways



+6.9 percentage points in certificate-bearing hires • -6.9 points in
DOI/non-certified hires

Developing a Retention System

CHISD's retention is being framed as a system to ensure a strong and well balanced tool to support Longhorn supervisors and staff.

Compensation & Recognition	TIA, competitive teacher pay scale, hard-to-fill stipends, competitive extra duty stipends, strategic incentives
Mentorship & Onboarding	Trained mentors, summer training, collaborative onboarding
Certification Support	SOE and long term subs are monitored for certification support within their identified pathways
Grow Our Own	Increasing partnerships with surrounding Universities to create para-to-teacher pathways
Campus Staffing Support	HR hiring champions, position control, vacancy monitoring, campus check-ins
Partner & Grow Supervisors	Developing a framework to supports CHISD leaders so they can build strong, growth-focused environments where employees feel valued, supported, and motivated to stay.

The work shifts from simply filling vacancies to building conditions that make strong employees want to stay.

RETAIN

RECRUIT

DEVELOP

