

SPLENDORA ISD TURNOVER RATE, 2001 – 2011 and CURRENT RECRUITMENT/RETENTION PLAN

TURNOVER RATE

School Year	Pct.
2001-2002	26.7
2002-2003	16.0
2003-2004	19.6
2004-2005	23.5
2005-2006	23.4
2006-2007	16.2
2007-2008	18.4
2008-2009	29.3
2009-2010	22.7
2010-2011*	19.9

Figures for school years 2001/2002 – 2009/2010 were taken from the Texas Education Agency AEIS reports, available on-line at <http://ritter.tea.state.tx.us/perfreport/aeis/index.html>.

* The figure for 2010/2011 was determined using the same formula that TEA uses based on the best information available to us. The official figure from TEA will be released later in the Fall.

Recruitment/retention plans currently in place include the following:

- A competitive salary schedule for teachers, counselors, nurses, and librarians with the goal being to match the Texas Municipal Report median income.
- Five local personal leave days per year.
- Payment of substitute pay rate for each day of local personal leave remaining at the end of May.
- Administration of sick leave pools for employees with a catastrophic illness in family.
- Stipends offered for advanced degrees, tutorials, UIL sponsorship, yearbook sponsor, cheerleader sponsor, coaching activities, and music activities are competitive with area schools.
- Children of employees are allowed to attend SISD regardless of residence.
- Attend applicable college job fairs.
- Prepare and print pamphlets to advertise “Wildcat” attributes of tradition, pride and community support and use PowerPoint to demonstrate visuals.
- Provide a link on the SISD website that advertises the district, posts job openings, and guides prospective teachers through the application process.
- Join TASA’s REAP website for advertising available positions and recruiting possible candidates.
- Free entrance to All District-Sponsored Activities and Events.
- Payment of certification tests for additional certifications both required and not required.

- Approved workshops, meals, and travel paid by the District.
- The most up-to-date technological equipment as funding is available.
- The newest facilities possible and the maintenance and upkeep of surrounding grounds and facilities to provoke “Wildcat” pride in our school.
- Provides Christmas luncheon to foster goodwill with the community and staff.
- Annual awards ceremony to celebrate teachers with a special emphasis on retiring teachers.
- Direct Deposit offered.
- Five-Year Increment Service Awards to Staff.
- Human Resource has an open door policy to help teachers.
- Mentor Teacher provided for each new teacher.
- Book Study and mentoring provided for new teachers by Curriculum Directors Monthly.
- Leadership Academy held Monthly for interested employees with Book Studies included.
- Assistance to teachers when applying for repayment of student loans due to the low socio economic status of the district
- Selection of teacher of the year with monetary reward for purchase of supplies
- Attendance Incentive to be paid in August for campuses that meet target attendance
- Provide a district website for teachers to better communicate with parents and students concerning grades and homework

Later this Fall, a committee of employees will be formed to research other possibilities to add to this list. An additional report will be given to the Board at the completion of the process.