

Human Capital Update

Turnover Trends 2021-2026

As of January 4th, 2026



Considerations

All Staff Turnover Trends



All Staff Definitions

Salaried Employees

Administrators

Principal

Assistant Principal

Counselor / Advisors

Diagnostician

Instructional Coach

Nurse (RN)

Teacher

Hourly Employees

Admin Paraprofessional

Aide

Bus Driver

Custodian/Maintenance/Grounds

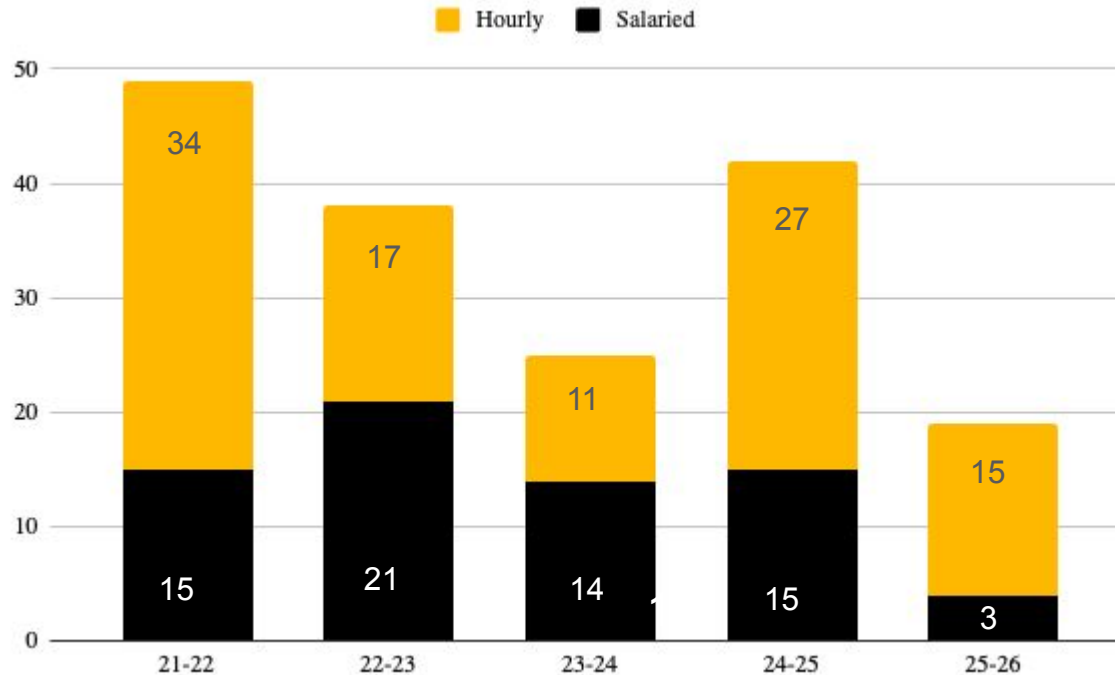
PEIMS

Secretary

Nurse (LVN)



Mid-Year All Staff Turnover



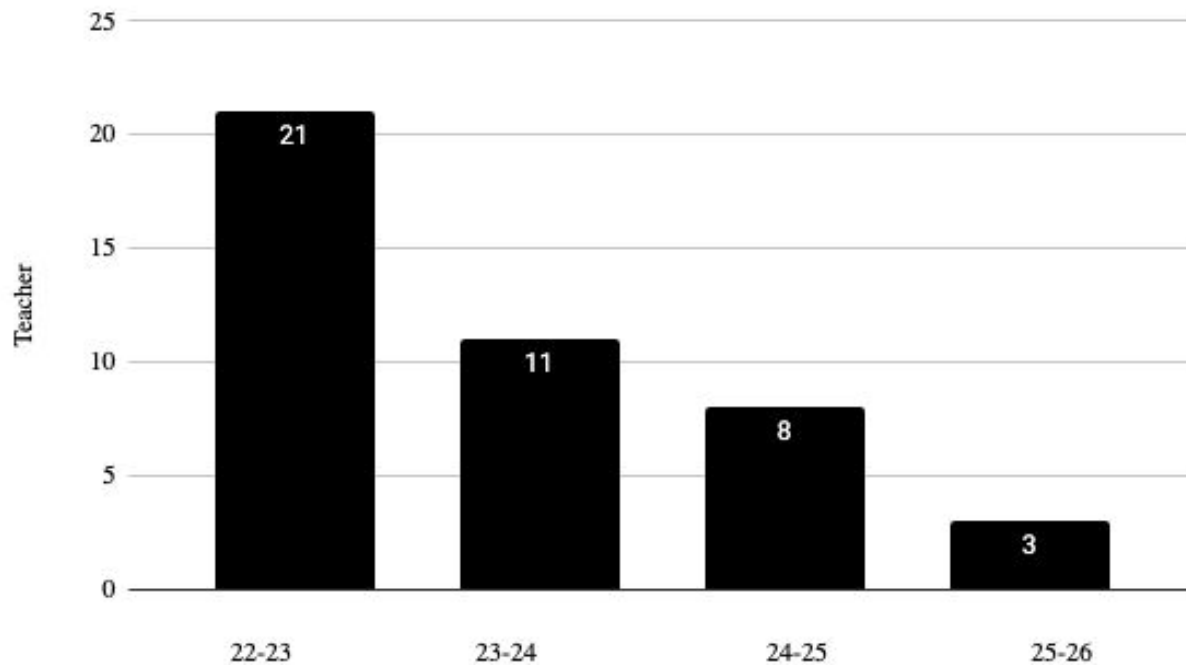
Teachers

Turnover Trends 2022-2025



Mid Year Teacher Turnover

Mid Year Teacher Exit Trends (By Total Number)



Uncertified Teacher Statistics

(as of January 4, 2026)

- 27 out of 163 teachers uncertified (16.5%)
- 26 out of 27 are currently enrolled in a certification program (96%)
- 18 of the 28 are new hires for the 2025-2026 school year (64%)

***Does not include certified teachers that are required to get their ESL certification.



Next Steps

- Ongoing district-wide professional development for teachers and leaders
- Focus on campus leadership capacity building and retention
- Prioritize recruitment for next fall (teacher + coach)
- Leverage retention for this spring

