

Albemarle County Public Schools

Department of Human Resources

Annual Report—2009-2010 School Year
(October 1, 2008—September 30, 2009)



School Year 2009-2010 Annual Report

(October 1, 2008 – September 30, 2009)

The Albemarle County Public Schools Department of Human Resources is pleased to present the School Board with the School Division Human Resources Annual Report. This report is intended to provide information for use in continuing to develop the Division's overall strategic plan and to assist in setting initiatives for the future. The report contains statistical information on the School Division's workforce as well as some highlights of the Human Resources Department's initiatives and accomplishments for the school year 2008-2009.

Key Information Provided:

- Recruitment and selection, retention, minority staffing, highly qualified staff and retirement data are provided separately for teachers, administrators and classified staff.
- Exit Survey Data
- Compensation and Benefits

The Department of Human Resources is dedicated to providing the highest quality human resource support to all customers through the implementation of strategic initiatives. These initiatives are focused on delivering results for Goal 3 of the Division's Strategic Plan: "Recruit, retain and develop a diverse cadre of the highest quality teaching personnel, staff and administrators." While recognizing the economic down turn the Human Resources Team will continue to focus on maintaining competitive salaries and benefits while reallocating resources to meet the needs of the Division and its students.



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January 2010

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Teacher Report

RECRUITMENT AND SELECTION

The Human Resources Department continues to support the Albemarle County Public School Division in working to recruit, select and retain the best talent possible. From July 1, 2009 through September 30, 2009, the Albemarle County Public School Division hired 111 teachers. As the numbers below indicate, there has been a decrease by 3 in the number of teachers hired this year when compared to last year. This has remained relatively flat the last two years, possibly due to the continuing economic downturn that began during the 2007-08 school year.

New Hires					
Year	2005	2006	2007	2008	2009
New Hires	147	150	146	114	111

Of the 111 teachers hired:

- 76 (68%) had previous teaching experience
- 57 (75%) had previously taught in Virginia
- 75 (68%) have at least a master's degree
- Three (3%) have a doctorate
- 81 (73%) are female
- 61 (55%) have three or more years of teaching experience
- 56 (50%) were hired for the elementary level
- 55 (50%) were hired for the middle and high school (secondary) level

From October 1, 2008 through September 30, 2009, the Human Resources Department had 948 individuals who applied for teacher positions. The chart below provides information about the applicants.

Teacher Applications				
	Number of Applications	Percentage of Total	Identified as Highly Qualified	Percentage of HQ
All	948	100	712	75.1
White	752	79.3	569	75.7
No Response	117	12.3	88	75.2
Minority	79	8.3	55	69.6

For identification of ethnicity, the applicant self-identifies. The breakdown of the applications is very similar to the County's overall population, which is 83% white and 17% minority. To be identified as

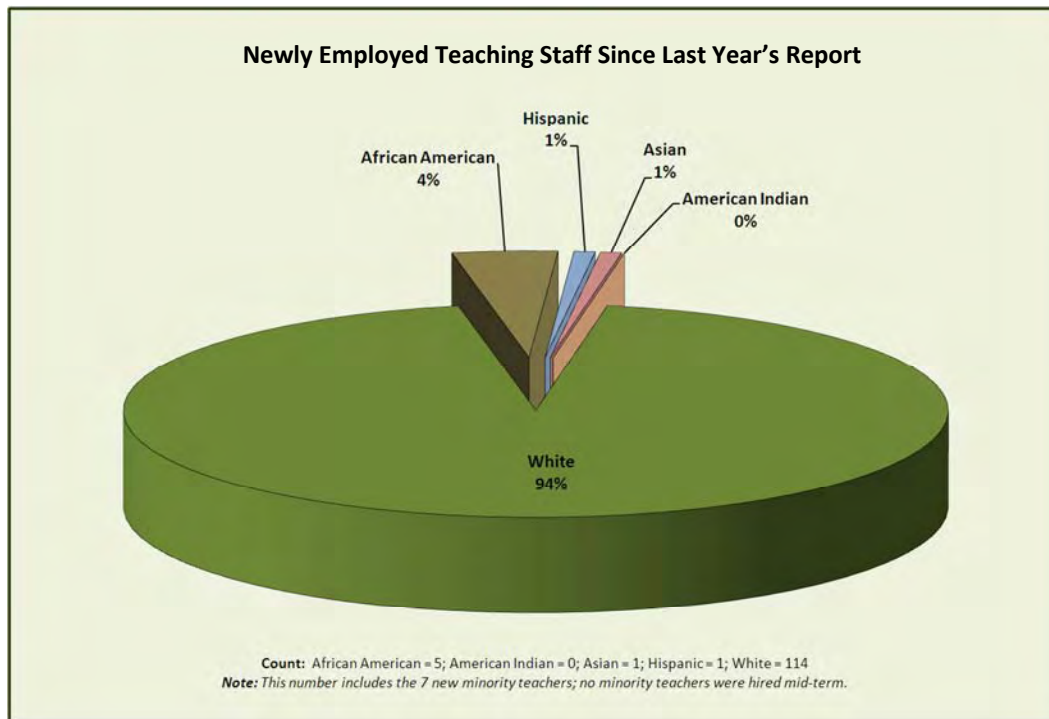
“Highly Qualified” the applicant either held a Virginia teaching license at the time of the application or had gained one by the end of September 2009.

HIGHLY QUALIFIED TEACHERS

The No Child Left Behind Act requires 100% of the teachers in “core” subject areas to meet specific criteria in order to be defined as “Highly Qualified”. The Albemarle County Public School Division had 99.93% of its teachers meet this requirement for the 2008-09 school year. The Virginia and U.S. Departments of Education accepted this as a result of the large number of localities that struggled to reach the 100% mark. Concerted efforts were made during the summer hiring process to make sure that all new teachers would be Highly Qualified and that all teachers only taught in areas in which they are fully endorsed.

MINORITY STAFFING

For the 2008-2009 school year, there were a total of 123 resignations or retirements. Of these, 8% were minority teachers. (Nine teachers left the system, one retired and one took a leave of absence.) Currently there are 91 minority teachers, a decrease of four from the 2008-09 school year. This year the Division hired seven minority teachers (6%).



The first-year minority teachers are graduates of the following schools:

- Howard University
- Liberty University
- University of Virginia

Veteran minority teachers are graduates of:

- Harding University
- University of Florida
- University of Phoenix
- University of Virginia

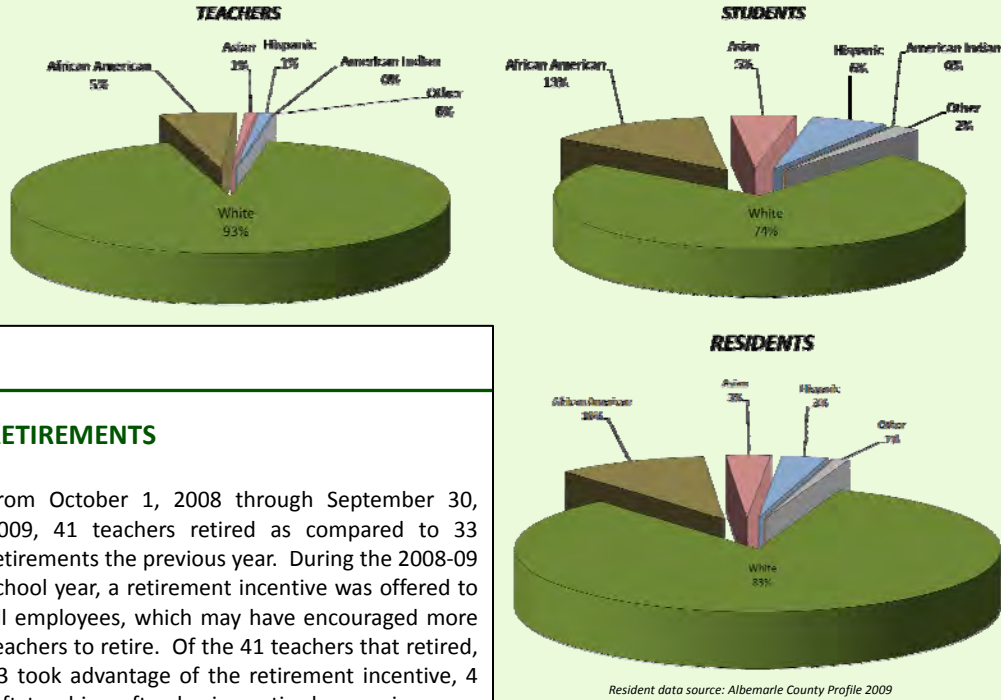
These data help to target recruitment efforts.

Education Graduates						
School	Total # of Education Graduates 2009	Total Minority Education Graduates 2009	Percent 2009	Total # of Education Graduates 2008	Total Minority Education Graduates 2008	Percent 2008
UVA	205	20	9%	184	21	11.4%
JMU	211	5	2%	305	—	—
Virginia Tech	151*	—	—	207*	—	—
Mary Baldwin	—	—	—	316	67	21.2%
Radford University	281	13	5%	287	23	8%
Longwood	200	14	7%	—	—	—

*Includes administrative graduates

Eight percent of the teachers in the division are minorities as compared to 17% of the residents and 26% of the student population. The breakdowns can be seen in the graphs on page 5. The Division continues to value the importance of diversity within teacher staffing. In an effort to increase diversity, the Albemarle County Schools have partnered with Charlottesville City Schools and the African American Teaching Fellows. New initiatives include classroom presentations at both Hampton and Norfolk State Universities.

Minority Distribution—Teachers/Students/Residents



RETIREMENTS

From October 1, 2008 through September 30, 2009, 41 teachers retired as compared to 33 retirements the previous year. During the 2008-09 school year, a retirement incentive was offered to all employees, which may have encouraged more teachers to retire. Of the 41 teachers that retired, 33 took advantage of the retirement incentive, 4 left teaching after having retired a previous year and returning to work, 2 retired after the date for the incentive and two retired who were not eligible for VERIP and therefore not eligible for the incentive.

To be eligible for a full State Retirement (unreduced benefits), teachers must have 30 years of service in VRS and be at least 50 years old. This year, 54% of the retirees received unreduced benefits as compared to 67% the previous year. With this decrease in the percentage of teachers retiring with full benefits, it would appear as though a number of senior teachers chose to leave the profession this year rather than wait for the full retirement. The following table shows the number of teacher retirements for the five year period from 2005 to 2009.

Retirees					
Year	2005	2006	2007	2008	2009
Retirees	32	38	38	33	41

The graph below provides information on the age distribution of Albemarle County Public Schools teachers. Over the last five years, the average age of teacher retirees has been approximately 58. For those retiring after the 2008-09 school year, the average age was 59.3. The ages of these retirees ranged from 51 to 66 years of age. The Voluntary Early Retirement Incentive Program (VERIP), which was initially designed to provide an incentive to retire, now appears to be encouraging employees to stay until the age of 60, at which point VERIP would provide the option of medical coverage until age 65, when Medicare is available. To be eligible for VERIP, an employee must have worked in the Albemarle County Public Schools at least 10 of the last 13 years and either be at least 50 with 10 continuous years of service in the Albemarle County Public Schools or 55 with at least 5 continuous years of service.



The cumulative number of teachers (both full and part-time) eligible to take advantage of VERIP over the next three years is as follows:

June 2010 – 258

June 2011 – 293

June 2012 - 318

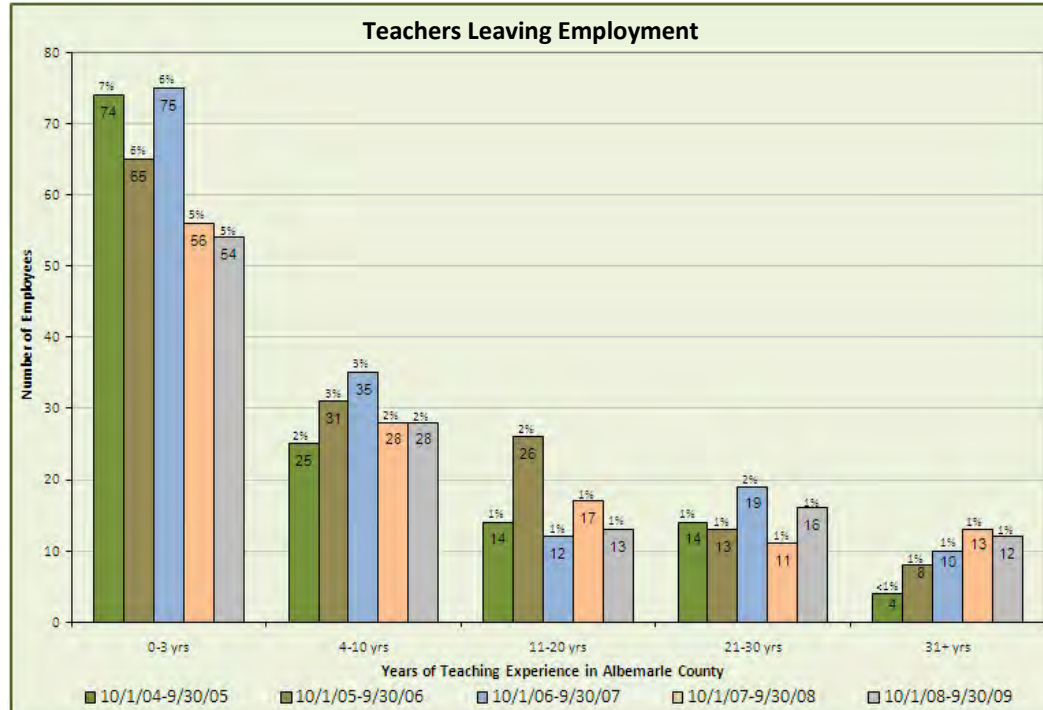
The table on page 7 shows the actual number of full time teachers who have or will have 30 years in VRS by the end of each school year. The number in the 'Current' column is the number of teachers currently working for the Albemarle County Public School Division at the start of the 2009-10 school year who are eligible to retire with full benefits. By the end of the 2008-09 school year, there were 77 teachers who would have been eligible to retire with full benefits. It appears as though 17 of them took advantage of the retirement incentive offer.

Teachers Eligible to Retire						
	Current	End of 2009-10	End of 2010-11	End of 2011-12	End of 2012-13	End of 2013-14
# Elig. to Retire w/ Full Benefits	60	9	15	18	17	18
Running Total	60	69	84	102	119	137

RETENTION

Teacher retention rates over the past five years have been between 87.0% and 89.4%. For the 2008-2009 year, the retention rate was 89.4%.

The graph below provides information regarding teacher turnover based on experience level. Our data indicates that of those employees that left the school division during the past year, 44% had 0-3 years of teaching experience within the Albemarle County School Division. In fact, this information indicates that a total of 54 teachers with 0-3 years of teaching experience in the division left last year. This is the lowest number of employees within this experience range to leave the school division in the past five years. The number in each bar is the actual number of teachers who left, while the percent is the percent of the total number of teachers in the School Division.



Of the 123 teachers who left the School Division in the 2008-09 school year, 41 (33%) left for retirement while 82 (67%) left for other reasons. This figure represents the lowest percentage in five years. As shown in the table below, although the percentage of teachers leaving with three or fewer years of experience increased for the 2008-09 school year, this increase may be a reflection of the decrease in the number of new hires and the instructional reorganization from subject area specialists and coordinators to a coaching model for the School Division.

Retirement and Exiting Teachers							
Year	Number of Teachers Leaving	Number of Teachers Retiring	Percent of Retirees	Number of Teachers Leaving for Other Reasons	Percent of Teachers Leaving for Other Reasons	Number of Teachers Leaving With 0-3 Yrs in County	Teachers with 0-3 Yrs in County Leaving for Other Reasons
2004-2005	132	32	24.2%	100	75.8%	74	74.0%
2005-2006	143	38	26.6%	105	73.4%	65	61.9%
2006-2007	151	38	25.2%	113	74.8%	75	66.4%
2007-2008	125	33	26.4%	92	73.6%	56	60.9%
2008-2009	123	41	33.3%	82	67.7%	54	65.0%

SUMMARY

Overall, the number of teachers hired into the Albemarle County Public School Division for the 2009-2010 school year was the lowest in five years. This is a trend that may continue for the 2010-11 school year as a result of the continued economic hardships. The number of total teachers leaving the Division at the end of the 2008-2009 year was also the lowest in five years, while the number of retirements was the highest. The declining economy in this area and across the country may have encouraged teachers to stay with Albemarle County Public Schools. The total number of applications increased from the previous year, and the percentage of applicants who appear to be highly qualified increased to three out of every four applicants.

Administrator Report

RECRUITMENT AND SELECTION

Administrative staff includes building-level principals, associate and assistant principals and various other leadership personnel throughout the Division. For the purpose of this report, this includes executive directors, directors, and assistant directors of instruction and support programs; all coordinators, athletic directors, data analysts, environmental compliance managers, human resources managers, high school guidance directors, homeschool coordinators, and transportation managers.

From July 1, 2009 through September 30, 2009, the Albemarle County Public School Division hired two principals, one assistant principal and two support administrators from outside the school division. As the numbers in the chart below indicate, the number of administrators hired this year increased by one. In addition to the three building-level administrators new to Albemarle County Public Schools, two principals and one assistant principal, one interim principal, and one guidance director positions were filled by employees who were already employed by the School Division. Since these individuals were not new to the School Division, they are not shown in the chart; however this is a reflection of the School Division's continuing efforts to develop existing employees to assist with succession management.

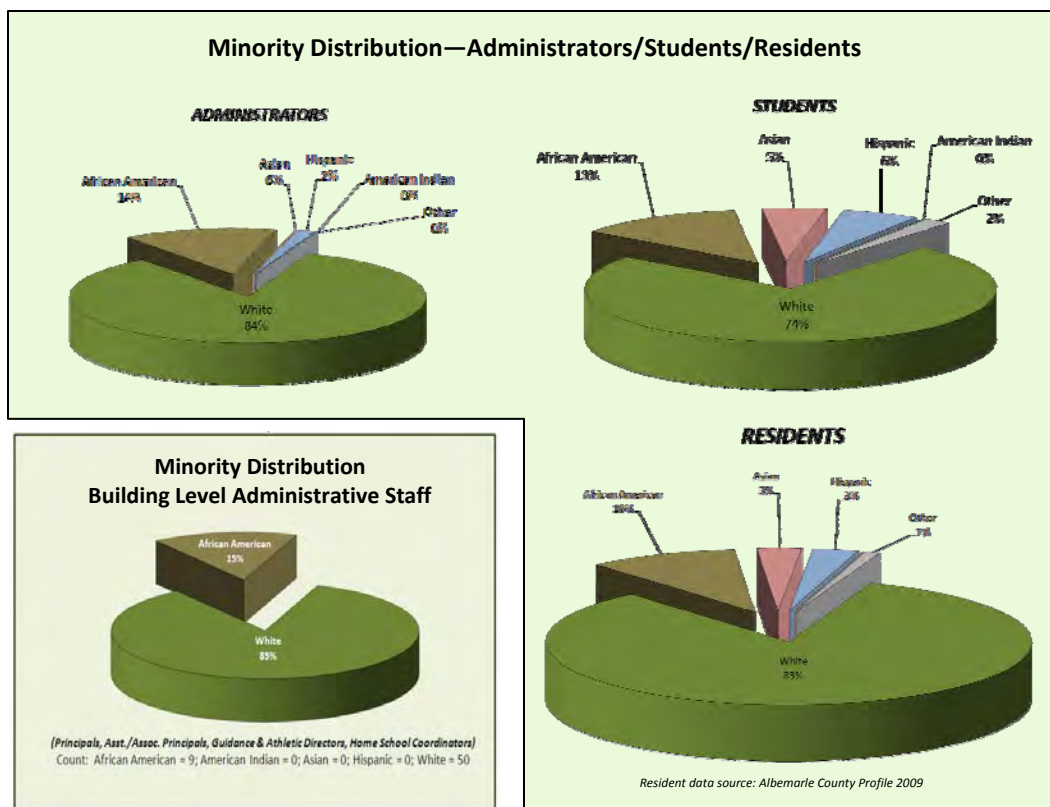
New Hires					
	2005	2006	2007	2008	2009
Principals	2	1	2	0	2
Asst./Assoc. Principals*	2	1	3	3	1
Other Administrators	3	4	2	1	2
Total	7	6	7	4	5

**Includes Administrative Interns placed as Assistant/Associate Principals*

Albemarle County Schools has hired 4-7 new administrators per year over the past five years.

MINORITY STAFFING

The graph on page 10 provides a breakdown of the administrative staff by ethnicity and compares it to the County's overall population and the schools' student population. Though the number of African-American administrative staff compares favorably, a concerted effort will need to be made to recruit Asian and Hispanic administrators to better reflect the School Division's changing demographics.



RETIREMENTS

Since September 30, 2008, eight administrators retired as compared to four administrators who retired the previous year. The chart below shows the number of administrative retirements for the five-year period from 2005 to 2009. These eight administrators included only two building level administrators, one principal and one high school guidance director, and six central office administrators.

Retirees					
Year	2005	2006	2007	2008	2009
Retirees	5	3	7	4	8

The School Division's administrative staff is also impacted by an aging workforce. The graph on page 11 provides information on the age distribution of Albemarle County Public School Division administrators. Based on these data, a sustained increase in retirements for the future years can be anticipated.



The cumulative number of administrators (both full and part-time) eligible to take advantage of the Voluntary Early Retirement Program (VERIP) over the next three years is as follows:

June 2010 – 28

June 2011 – 31

June 2012 - 33

Building level administrators (principals, assistant and associate principals, guidance directors and athletic directors) are also eligible to retire with unreduced benefits once they have 30 years of service with VRS. The table below shows the actual number of full time building level administrators who have or will have 30 years by the end of each school year. The number in the current column is the number of building level administrators working for the Albemarle County Public School Division at the start of the 2009-10 school year who were currently eligible to retire with full benefits without any additional service.

Current Building Level Administrators' Eligibility for Unreduced Benefits Retirement						
	Current	End of 09-10	End of 10-11	End of 11-12	End of 12-13	End of 13-14
# Elig. to Retire w/ Full Benefits	---	2	1	0	2	0
Running Total	7	9	10	10	12	12

RETENTION

Retention rates for administrators over the past five years have been between 89.1% and 93.1%. This year's rate, 89.1%, is lower than last year's rate of 90.9%. Of the eleven administrators who are showing as having left the division, eight were retirees (72.7%). Of the remaining three administrators who left administrative positions, two have been hired back into administrative positions with Albemarle County Public Schools.

SUMMARY

Overall, the number of administrators hired into the Albemarle County Public School Division for the 2009-10 school year was the second lowest in five years. The declining economy in this area and across the country may have encouraged administrators to stay with the Division. The fact that a number of positions were filled by internal candidates is a positive reflection on both the strong skill-set of the internal candidates and the professional development provided, supporting our continuing efforts to develop current employees to assist with succession management. Hiring internal candidates allows the new hire to have a better base knowledge of Albemarle County Public Schools' policies and procedures. One area of concern is the large number of building level administrators who could retire within the next four years. Of the 12 eligible to retire with full retirement benefits, seven are principals, and five are assistant principals. Additionally, continued efforts will be made to attract minority candidates for administrative positions. Currently, almost a third of the assistant principals are minorities.

Classified Staff Report

RECRUITMENT AND SELECTION

Classified employees include all the non-teacher and non-administrative positions in the school system. Examples include all non-administrative employees in transportation, building services, child nutrition, and extended-day programs. Office associates and teaching assistants are also included as classified employees.

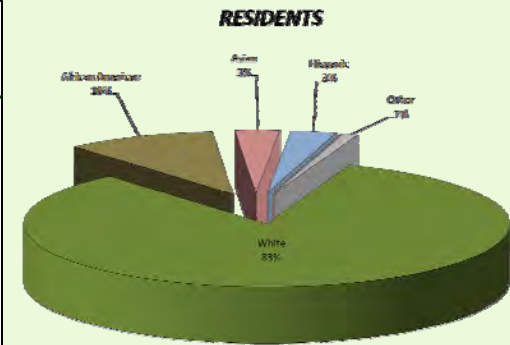
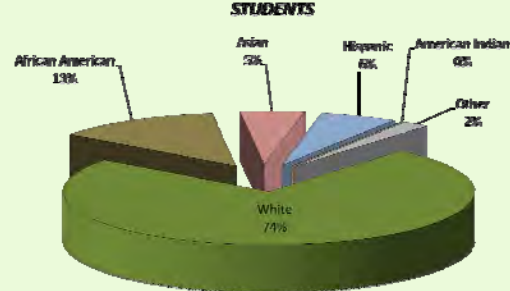
From July 1, 2009 through September 30, 2009, the Albemarle County Public School Division hired 172 classified employees. As the numbers in the table below indicate, there has been an increase in the number of classified employees hired this year compared to last year. This large increase is likely a result of the retirement incentive offered to all employees and to filling of over two dozen positions that had been frozen during the 2008-09 school year.

New Hires					
Year	2005	2006	2007	2008	2009
New Hires	87	123	110	92	172

MINORITY STAFFING

The Division continues to recruit and hire qualified candidates from all ethnic groups. The graph on page 14 provides a breakdown of the School Division's classified staff's population compared to the County's overall population and the schools' student population. Though the number of minority classified staff members compare favorably, a concerted effort will be made to recruit additional Asian and Hispanic classified employees. Over half of the newly hired teaching assistants have been or are currently pursuing teacher licensure. This initiative supports the Division's efforts to "grow our own" and to potentially increase the number of minority teaching assistants hired as prospective classroom teachers.

Minority Distribution—Classified Staff/Students/Residents



RETIREMENTS

Since September 30, 2008, 66 classified employees retired as compared to 23 retirements the previous year. The fact that the number of retirements almost tripled over previous years, is a reflection of the retirement incentive being widely utilized by the classified staff. Thirty-six (54.5%) of the retirees were from the transportation department. The chart below shows the number of classified retirements for the five-year period, 2005 to 2009.

Retirees					
Year	2005	2006	2007	2008	2009
Retirees	17	13	21	23	66

The graph on page 15 provides information on the age distribution of Albemarle County Public Schools' classified employees. As the graph indicates, there is a large number of classified employees in the 45-49 age group. Based on these data, sustained increases in retirements for the coming years can be anticipated.



The cumulative number of classified employees (both full and part-time) eligible to take advantage of the Voluntary Early Retirement Program (VERIP) over the next three years is as follows:

June 2010 – 178

June 2011 – 212

June 2012 – 237

RETENTION

Retention rates for classified staff over the past five years have been between 79.7 and 81.7%. This year's retention was 80.9% as compared to 81.0% last year. The number of retirees almost tripled over last year's total, and the retention rate remained relatively flat; this is a strong indication that our employee retention efforts are gaining ground. There are a number of factors that impact retention and are in our ability to influence.

Therefore, it is important to continue our successful focus on retention by:

- Focusing on improving communications within work groups and among employees;
- Providing training and development opportunities through the courses offered;
- Increasing participation in the exit process to identify possible areas to target retention initiatives;
- Continuing with the rewards and recognition programs;
- Evaluating alternative compensation and employee recognition programs;
- Providing training to supervisors/managers to increase skill-sets in core competency areas.

SUMMARY

Overall, the number of classified employees hired into the Albemarle County Public School Division for the 2009-10 school year was the highest in recent years. This unusually large number of new hires may have been a result of the retirement incentive offered to all employees and to the filling of over two dozen positions that had been frozen during the 2008-09 school year. An area of concern is the large number of classified employees who could retire within the next five to ten years. These numbers of classified employees approaching retirement age are clearly demonstrated in the graph of employee ages and are consistent with national retirement trends.

Exit Surveys

The Exit Survey data collected for this report includes terminations and retirements occurring between October 1, 2008 and September 30, 2009. The Human Resources Department contracted with *HR Solutions* for the purpose of organizing and analyzing the exit survey data. An effort was made to contact each exiting employee by phone. This year, 107 former employees responded to the telephone survey (approximately 41% of all exiting employees). Contact was attempted three times with every person. This is the highest percentage of respondents in five years. Over 60% of the responses on the exit survey were from classified employees.

HIGHLIGHTS OF DATA FROM EXIT SURVEYS

The findings of the exit survey indicate that 87% of the respondents were favorable in regard to their overall work experience in the Albemarle County Public Schools. Only 9% of the employees responded that their overall experience was unfavorable, while 2% were neutral.

Departing employees were asked their primary reason for leaving from among the following and were allowed to select only one response: pay/benefits package; relocation; retirement; lack of training or career opportunities; leaving profession; supervision/management issues; or reasons external to the system (i.e. personal). Results are shown below.

Reasons for Leaving			
	Classified/ Administration (76)*	Teachers (29)*	All Employees (105)*
Salary/Benefits Package	3%	3%	3%
Relocation	4%	10%	6%
Retirement	51%	48%	53%
Lack of Training or Career Opportunities	0%	0%	0%
Leaving Profession	4%	3%	4%
Supervision/Management Issues	14%	14%	15%
Reasons external to system (i.e. Personal)	24%	21%	23%

*Number of respondents for this particular survey question

In reviewing these data it is apparent that more than half of the respondents left as a result of retirement. A positive is the small percentage of employees who left as a result of deciding to leave their profession.

EXIT SURVEY SUMMARY ANALYSIS

As the chart below summarizes, it is important to note that Albemarle County Public Schools scored higher in six of the eight of the dimensions when compared to last year and higher in all eight dimensions from the year before. The positive responses in all but one of the dimensions were higher or equal to the best in class of the normative data. Work Satisfaction was again the most positive response of all of the dimensions. Looking at responses to the two individual questions in the salary/benefits dimension reflects the exiting employees' responses about salary and benefits. The question "I was satisfied that my pay reflected the effort I put into doing my work" had a 53% favorable rating for all employees (45% favorable for teachers and 56% favorable for classified and administrators). The other question "The benefits I received (health, vacation, etc.) were adequate." had a 94% favorable response for all exiting employees (90% favorable for teachers and 97% favorable for classified and administrators).

Overall Positive Responses					
Dimension	Albemarle School Div. Score	Albemarle School Div. Score	Albemarle School Div. Score	Best in Class Exit Normative Data*	Government/ Public Sector Exit Normative Data*
**	2008-09	2007-08	2006-07	2009	2008
1. Work Satisfaction	83%	77%	75%	77%	64%
2. Work Distribution/ Schedule Flexibility	70%	69%	48%	67%	52%
3. Pay/Benefits	73%	71%	51%	73%	55%
4. Training and Development	71%	71%	48%	62%	53%
5. Career Advancement Opportunities	56%	51%	36%	54%	40%
6. Supervisory Consideration	66%	64%	48%	65%	51%
7. Work Group Communication	70%	72%	56%	70%	54%
8. Organizational Culture***	71%	65%	45%	78%	—

*The Best In Class Normative score is defined as the percent favorable score from the top 10 percent of surveyed organizations within the HR Solutions' Exit Survey database.

**Based on 107 responses from 264 surveyed.

*** Organizational Culture measures how the respondents feel about the organization's direction and its employees.

Compensation & Benefits

JOINT BOARDS ADOPTED TOTAL COMPENSATION STRATEGY

The School Board and Board of Supervisors' Total Compensation Strategies are to target employee salaries at 100% of market median, teacher salaries at the top quartile and benefits slightly above the market. The Joint Boards follow a process to establish the annual merit increase, teachers' step and scale increases and classified salary scale adjustment. Projections based on this process were presented to the Joint Boards; however, due to revenue shortfalls, no salary increases or scale adjustments were funded.

LONG TERM CLASSIFICATION PLAN

To ensure that positions are appropriately classified, a schedule for comprehensive review of all departments on an ongoing basis was started in July 2004. Priorities are based on identified internal equity issues, substantial changes in position descriptions and market data. Currently, the following areas are being reviewed: Child Nutrition and Community Education.

BENEFITS ADMINISTRATION

The School Division offers a wide range of benefit options that promote a healthy lifestyle and contribute to financial stability. Benefits offered include: medical, dental, deferred compensation, flexible spending accounts (Benepius), optional life insurance, direct deposit, family medical leave, employee discounts, and paid leave (annual, sick, Sick Leave Bank, etc.). Pension and life insurance plans for full-time employees are offered through the Virginia Retirement System (VRS) and for part-time employees through other vendors.

To increase employee understanding and appreciation of their benefit package and total compensation, HR continues to refine the online Open Enrollment website and communicate through various methods, including:

- Offering benefits orientation and refresher sessions
- Information on the website/intranet
- Financial education and pre-retirement seminars
- Monthly on-site availability of our deferred compensation vendor representative and informational workshops

HEALTH, SAFETY AND WELLNESS

Continued success was experienced during FY 08-09 in the areas of health, safety and wellness. The foundation for each of these programs has been established and efforts were made to continue to develop and build upon the initiatives.

Safety: This year showed an increase of involvement by school administration in the area of employee

safety. Examples are:

- Accident follow-up: In the event of an accident, an initial investigation occurred to determine the cause of the accident and to identify any corrective actions that need to take place.
- Transitional work program: There was an expansion of the transitional work program to cover all schools and departments within the County. Cost savings were realized by employees returning to work sooner, even with work restrictions, and a decrease the number of lost work days.
- Workers' Compensation: A substantial change in the workers' compensation policy was implemented in January. This change eliminated the County's contribution of 1/3 payment for lost time wages for employees. Under the new policy, the employee has the option of supplementing their lost time wages by using their own accrued sick or leave time. This change will result in a savings to the County of 33% of all lost time wages.

Wellness: The mission of the Wellness Team is: *To provide opportunities that will promote and improve the overall wellness of employees and their families.* In order to accomplish the mission of the team, the following actions have been taken:

- Continued to support community programs such as Charlottesville's Women's and Men's 4-Miler events.
- Continued prevention programs such as mobile mammography, influenza immunizations and blood pressure screenings. Statistics have proven that early detection which results in early treatment will lower the cost of treating diseases.
- Developed a weight loss program similar to "The Biggest Loser" this year. The program ran for 12 weeks and had 53 participants, resulting in the loss of 535 pounds of weight. This degree of weight should make a positive impact on future healthcare expenditures.

TRAINING

System-wide professional development activities are offered for teachers and administrators through the Albemarle Resource Center. Because there were very few professional development opportunities offered for classified employees, beginning with the 2006-07 school year, the School Division provided funding for classified employees' professional development through Human Resources. During the fall of 2008 and the spring of 2009, over 365 classes were taken by school classified employees, totaling more than a 1,000 hours of class time. Areas of development that were offered included:

- Effective communication
- Customer service
- Project management
- Computer skills
- Conflict resolution
- Other competency-based training

In addition, the Human Resources Team regularly offers and provides training to hundreds of employees in the following subject areas: new employee orientation, retirement planning, interviewing (legal issues and interviewing skills), safety awareness/OSHA training and sexual harassment training.

ANNUAL AWARDS

The School Division continued to recognize employees for years of service. Again this year, employee recognition was conducted at the employee's school or department and at the County Office Building (COB) for all School Division employees based at the COB. Feedback has indicated that this more personalized form of recognition is greatly valued by employees. All recognized employees received a framed certificate. In addition, recognition gifts were presented for 10, 15, 20, and 25+ years of service as follows:

- 10, 15, and 20 years of service: employees received an attractive gift
- 25+ years: employees chose from a selection of gifts that best suit their needs
- Employees with the greatest length of service, who reached a milestone this year, were recognized with a special presentation and gift at the Employee Recognition Ceremony

This year, 326 employees were recognized for their service milestones that occurred between October 1, 2008 and September 30, 2009. Of these 334 employees, 122 were recognized for 5 years of service, 76 for 10 years, 46 for 15 years, 42 for 20 years, 15 for 25 years, 13 for 30 years, 8 for 35 years, 3 for 40 years, and 1 employee was recognized for 45 years of employment with Albemarle County Public Schools.

Going Forward

The Albemarle County Human Resources Team will be focusing on the following high-yield strategies to support the Division's overall strategic plan.

WORKFORCE PLANNING

Human resources will be working in the following areas to meet identified strategies for Goal 3: "Recruit, retain and develop a diverse cadre of the highest quality teaching personnel, staff, and administrators. "

Recruitment:

- Identify high-performing, innovative, and creative teachers by implementing an effective assessment tool during the application process.
- Continue to focus on attracting a diverse candidate pool as follows:
 - Minority* – Strive to achieve the Division-wide goal, to increase minority representation with leadership and licensed staff;
 - Gender* – As almost 75% of new hires last year were female, continued focus will be to attract male teachers (specifically elementary level), to better reflect student population;
 - Experience Level* – New recruitment efforts have been successful in attracting teachers with 3 or more years teaching experience (61% last year). Those efforts will be continued to drive high level education and increase retention.

Retention:

- Continue to support the following initiatives to increase retention:
 - Mentoring*
 - National Board Certification*
 - Professional development*

Succession Management/Knowledge Management:

- Ensure transfer of knowledge and develop skill set of current employees to prepare for possible retirements, specifically with the offer of early retirement incentive.
- Identify performance gaps and establish improvement opportunities to meet gaps.
- Provide effective training and development for all staff to meet current and future needs.

COMPENSATION AND BENEFITS

Although there were no scale adjustments, merit increases or teacher salary increases for the 2009-2010 school year, it is critical to continue to target the market competitiveness of employees' total compensation to attract and maintain a high-performing workforce.

Compensation – Due to the continuing state of the economy and the ongoing challenges faced by local governments and school divisions, few localities and school divisions funded increases for this year. As a result, even though salaries were frozen, very little ground was lost regarding our market positioning.

Benefits - Continue evaluating benefit programs to ensure delivery of highly valued and cost-effective programs.

Safety/Wellness - Continue to implement programs that support the Division's culture of a safe and healthy workplace/workforce.

PERFORMANCE EXCELLENCE

While pursuing Goal 4: "Achieve recognition as a world-class educational system", Human Resources was awarded the Certificate for Commitment to Performance Excellence by the United States Senate Productivity and Quality Award for Virginia (SPQA) program, the Commonwealth's premier award for performance excellence. Staff has begun reviewing the Feedback Report provided by the SPQA examiners and will be incorporating the identified strengths and opportunities for improvement into the department's strategic planning process.

Appendix 1—Student Ethnic Distribution

**ALBEMARLE COUNTY PUBLIC SCHOOLS - STUDENT ETHNIC DISTRIBUTION
2009-2010 SCHOOL YEAR (As of September 30, 2009)**

SCHOOLS	AMERICAN INDIAN		ASIAN		AFRICAN AMERICAN		HISPANIC		NATIVE HAWAIIAN		OTHER		WHITE		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
ELEMENTARY															
AGNOR-HURT	1	0.2	28	5.7	94	19.1	78	15.9	0	0.0	17	3.5	273	55.6	491
BAKER-BUTLER	1	0.2	18	3.7	55	11.3	13	2.7	0	0.0	15	3.1	384	79.0	486
BROADUS WOOD	3	1.0	5	1.7	11	3.8	12	4.1	0	0.0	0	0.0	259	89.3	290
BROWNSVILLE	0	0.0	12	2.3	44	8.3	20	3.8	0	0.0	7	1.3	448	84.4	531
CALE	1	0.2	31	5.5	68	12.1	117	20.8	0	0.0	21	3.7	324	57.7	562
CROZET	1	0.3	4	1.3	11	3.5	7	2.2	0	0.0	20	6.3	275	86.5	318
GREER	0	0.0	60	14.5	164	39.7	43	10.4	0	0.0	23	5.6	123	29.8	413
HOLLYMEAD	2	0.4	72	13.5	40	7.5	12	2.3	0	0.0	20	3.8	386	72.6	532
MERIWETHER LEWIS	0	0.0	15	3.4	5	1.1	9	2.1	0	0.0	1	0.2	406	93.1	436
MURRAY ELEM.	0	0.0	20	7.7	7	2.7	11	4.2	0	0.0	6	2.3	217	83.1	261
RED HILL	1	0.6	2	1.1	26	14.9	7	4.0	0	0.0	6	3.4	133	76.0	175
SCOTTSVILLE	1	0.6	1	0.6	15	8.8	3	1.8	0	0.0	0	0.0	150	88.2	170
STONE-ROBINSON	0	0.0	17	3.8	51	11.5	17	3.8	0	0.0	0	0.0	360	80.9	445
STONY POINT	2	0.7	10	3.5	46	16.0	8	2.8	0	0.0	5	1.7	216	75.3	287
WOODBROOK	0	0.0	23	7.4	94	30.2	45	14.5	0	0.0	10	3.2	139	44.7	311
YANCEY	0	0.0	2	1.2	59	35.8	12	7.3	0	0.0	0	0.0	92	55.8	165
SUBTOTAL	13	0.2	320	5.4	790	13.5	414	7.0	0	0.0	151	2.6	4185	71.3	5873
MIDDLE															
ALBEMARLE CHARTER	0	0.0	0	0.0	5	20.0	1	4.0	0	0.0	0	0.0	19	76.0	25
BURLEY	2	0.4	19	3.9	94	19.1	52	10.5	0	0.0	3	0.6	323	65.5	493
HENLEY	0	0.0	33	4.3	29	3.8	26	3.4	0	0.0	4	0.5	678	88.1	770
JOUETT	0	0.0	41	7.4	118	21.3	44	7.9	0	0.0	16	2.9	336	60.5	555
SUTHERLAND	1	0.2	36	6.4	61	10.8	20	3.5	0	0.0	2	0.4	445	78.8	565
WALTON	1	0.3	6	1.6	60	15.6	11	2.9	0	0.0	1	0.3	305	79.4	384
SUBTOTAL	4	0.1	135	4.8	367	13.1	154	5.5	0	0.0	26	0.9	2106	75.4	2792
HIGH															
ALBEMARLE	2	0.1	124	7.0	277	15.7	96	5.4	1	0.1	22	1.2	1243	70.4	1765
MONTICELLO	2	0.2	31	2.7	190	16.4	86	7.4	0	0.0	9	0.8	841	72.6	1159
MURRAY	0	0.0	2	2.1	10	10.4	4	4.2	0	0.0	1	1.0	79	82.3	96
WESTERN ALBEMARLE	1	0.1	38	3.6	28	2.6	23	2.2	0	0.0	7	0.7	960	90.8	1057
SUBTOTAL	5	0.1	195	4.8	505	12.4	209	5.1	1	0.0	39	1.0	3123	76.6	4077
TOTAL	22	0.2	650	5.1	1662	13.0	777	6.1	1	0.0	216	1.7	9414	73.9	12742

Appendix 2—Employee Ethnic Distribution

**ALBEMARLE COUNTY PUBLIC SCHOOLS - EMPLOYEE ETHNIC DISTRIBUTION
2009-2010 SCHOOL YEAR (As of September 30, 2009)**

SCHOOLS	TOTAL NO. OF EMPLOYEES	FEMALE		MALE	
		#	%	#	%
AGNOR-HURT	81	69	85.2	12	14.8
BAKER-BUTLER	67	64	95.5	3	4.5
BROADUS WOOD	35	30	85.7	5	14.3
BROWNSVILLE	64	58	90.6	6	9.4
CALE	88	79	89.8	9	10.2
CROZET	40	38	95.0	2	5.0
GREER	78	73	93.6	5	6.4
HOLLYMEAD	68	59	86.8	9	13.2
MERIWETHER LEWIS	49	42	85.7	7	14.3
MURRAY E.S.	37	36	97.3	1	2.7
RED HILL	34	28	82.4	6	17.6
SCOTTSVILLE	32	29	90.6	3	9.4
STONE-ROBINSON	60	56	93.3	4	6.7
STONY POINT	40	36	90.0	4	10.0
WOODBROOK	55	49	89.1	6	10.9
YANCEY	26	22	84.6	4	15.4
BURLEY M.S.	56	40	71.4	16	28.6
HENLEY M.S.	80	62	77.5	18	22.5
JOUETT M.S.	63	48	76.2	15	23.8
SUTHERLAND M.S.	55	39	70.9	16	29.1
WALTON M.S.	52	36	69.2	16	30.8
ALBEMARLE H.S.	189	130	68.8	59	31.2
MONTICELLO H.S.	126	88	69.8	38	30.2
MURRAY H.S.	17	13	76.5	4	23.5
WESTERN ALBEMARLE H.S.	112	74	66.1	38	33.9
COMMUNITY CHARTER PUBLIC SCHOOL	6	4	66.7	2	33.3
ENTERPRISE CENTER	7	4	57.1	3	42.9
*SUBTOTAL	1617	1308	80.8	311	19.2
ACCOUNTABILITY, RESEARCH & TECHNOLOGY	11	7	63.6	4	36.4
BUILDING SERVICES	136	44	32.4	92	67.6
CHILD NUTRITION PROGRAM	118	111	94.1	7	5.9
CLUB YANCEY	9	9	100.0	0	0.0
COMMUNITY EDUCATION	81	74	91.4	7	8.6
COMMUNITY ENGAGEMENT	4	2	50.0	2	50.0
ESOL	8	8	100.0	0	0.0
FEDERAL/COMMUNITY ED.	4	4	100.0	0	0.0
FISCAL SERVICES	6	4	66.7	2	33.3
HUMAN RESOURCES	20	16	80.0	4	20.0
INSTRUCTION	41	32	78.0	9	22.0
MAINTENANCE SHOP	46	7	15.2	39	84.8
RESOURCE CENTER	6	4	66.7	2	33.3
SCHOOL BOARD	7	3	42.9	4	57.1
SCHOOL TECHNOLOGY	26	6	23.1	20	76.9
SPECIAL SERVICES	13	10	76.9	3	23.1
SUPERINTENDENT'S OFFICE	4	4	100.0	0	0.0
SUPPORT & PLANNING	3	1	33.3	2	66.7
TRANSPORTATION	221	141	63.8	80	36.2
SUBTOTAL	784	487	63.7	277	36.3
GRAND TOTAL	2381	1793	75.3	588	24.7

*Totals above do not include custodial/maintenance, child nutrition, EDEP, or transportation staff.
These employees are listed in their respective departments below.

SCHOOLS	TOTAL NO. OF EMPLOYEES	FEMALE		MALE	
		#	%	#	%
CATED	30	18	60.0	12	40.0

SCHOOLS	WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN		TOTAL MINORITY EMPLOYEES	
	#	%	#	%	#	%	#	%	#	%	#	%
AGNOR-HURT	68	84.0	11	13.6	1	1.2	1	1.2	0	0.0	13	16.0
BAKER-BUTLER	63	94.0	4	6.0	0	0.0	0	0.0	0	0.0	4	6.0
BROADUS WOOD	35	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BROWNSVILLE	61	95.3	3	4.7	0	0.0	0	0.0	0	0.0	3	4.7
CALE	75	85.2	9	10.2	1	1.1	3	3.4	0	0.0	13	14.8
CROZET	39	97.5	1	2.5	0	0.0	0	0.0	0	0.0	1	2.5
GREER	72	92.3	4	5.1	1	1.3	1	1.3	0	0.0	6	7.7
HOLLYMEAD	63	92.6	2	2.9	2	2.9	1	1.5	0	0.0	5	7.4
MERIWETHER LEWIS	46	93.9	1	2.0	1	2.0	0	0.0	1	2.0	3	6.1
MURRAY E.S.	33	89.2	2	5.4	2	5.4	0	0.0	0	0.0	4	10.8
RED HILL	34	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCOTTSVILLE	27	84.4	5	15.6	0	0.0	0	0.0	0	0.0	5	15.6
STONE-ROBINSON	60	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STONY POINT	39	97.5	1	2.5	0	0.0	0	0.0	0	0.0	1	2.5
WOODBROOK	48	87.3	6	10.9	0	0.0	1	1.8	0	0.0	7	12.7
YANCEY	22	84.6	3	11.5	0	0.0	1	3.8	0	0.0	4	15.4
BURLEY M.S.	45	80.4	7	12.5	3	5.4	1	1.8	0	0.0	11	19.6
HENLEY M.S.	72	90.0	7	8.8	0	0.0	1	1.3	0	0.0	8	10.0
JOUETT M.S.	58	92.1	5	7.9	0	0.0	0	0.0	0	0.0	5	7.9
SUTHERLAND M.S.	47	85.5	7	12.7	0	0.0	1	1.8	0	0.0	8	14.5
WALTON M.S.	47	90.4	5	9.6	0	0.0	0	0.0	0	0.0	5	9.6
ALBEMARLE H.S.	169	89.4	16	8.5	2	1.1	2	1.1	0	0.0	20	10.6
MONTECELLO H.S.	112	88.9	13	10.3	0	0.0	1	0.8	0	0.0	14	11.1
MURRAY H.S.	16	94.1	0	0.0	1	5.9	0	0.0	0	0.0	1	5.9
WESTERN ALBEMARLE H.S.	99	88.4	10	8.9	1	0.9	2	1.8	0	0.0	13	11.6
COMMUNITY CHARTER PUBLIC SCH.	5	83.3	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7
ENTERPRISE CENTER	7	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
*SUBTOTAL	1462	90.4	123	7.6	15	0.9	16	1.0	1	0.1	155	9.6
ACCOUNTABILITY, RESEARCH & TEC	10	90.9	1	9.1	0	0.0	0	0.0	0	0.0	1	9.1
BUILDING SERVICES	68	50.0	66	48.5	2	1.5	0	0.0	0	0.0	68	50.0
CHILD NUTRITION PROGRAM	101	85.6	13	11.0	1	0.8	2	1.7	1	0.8	17	14.4
CLUB YANCEY	6	66.7	3	33.3	0	0.0	0	0.0	0	0.0	3	33.3
COMMUNITY EDUCATION	61	75.3	12	14.8	3	3.7	4	4.9	1	1.2	20	24.7
COMMUNITY ENGAGEMENT	2	50.0	1	25.0	1	25.0	0	0.0	0	0.0	2	50.0
ESOL	7	87.5	0	0.0	1	12.5	0	0.0	0	0.0	1	12.5
FEDERAL/COMMUNITY ED.	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
FISCAL SERVICES	4	66.7	2	33.3	0	0.0	0	0.0	0	0.0	2	33.3
HUMAN RESOURCES	15	75.0	5	25.0	0	0.0	0	0.0	0	0.0	5	25.0
INSTRUCTION	38	92.7	0	0.0	3	7.3	0	0.0	0	0.0	3	7.3
MAINTENANCE SHOP	40	87.0	5	10.9	1	2.2	0	0.0	0	0.0	6	13.0
RESOURCE CENTER	5	83.3	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7
SCHOOL BOARD	6	85.7	1	14.3	0	0.0	0	0.0	0	0.0	1	14.3
SCHOOL TECHNOLOGY	23	88.5	2	7.7	1	3.8	0	0.0	0	0.0	3	11.5
SPECIAL SERVICES	11	84.6	2	15.4	0	0.0	0	0.0	0	0.0	2	15.4
SUPERINTENDENT'S OFFICE	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUPPORT & PLANNING	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TRANSPORTATION	182	82.4	35	15.8	2	0.9	1	0.5	0	0.0	38	17.2
SUBTOTAL	590	77.2	149	19.5	15	2.0	7	0.9	2	0.3	173	22.6
GRAND TOTAL	2052	86.2	272	11.4	30	1.3	23	1.0	3	0.1	328	13.8

SCHOOLS	WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN		TOTAL MINORITY EMPLOYEES	
	#	%	#	%	#	%	#	%	#	%	#	%
CATEC	22	73.3	7	23.3	0	0.0	0	0.0	1	3.3	8	26.7

ALBEMARLE COUNTY PUBLIC SCHOOLS - EMPLOYEE ETHNIC DISTRIBUTION
2009-2010 SCHOOL YEAR (As of September 30, 2009)

SCHOOLS	TEACHERS														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGNOR-HURT	45	40	88.9	5	11.1	40	88.9	5	11.1	0	0.0	0	0.0	0	0.0
BAKER-BUTLER	42	40	95.2	2	4.8	40	95.2	2	4.8	0	0.0	0	0.0	0	0.0
BROADUS WOOD	23	18	78.3	5	21.7	23	100.0	0	0.0	0	0.0	0	0.0	0	0.0
BROWNSVILLE	40	35	87.5	5	12.5	40	100.0	0	0.0	0	0.0	0	0.0	0	0.0
CALE	58	50	86.2	8	13.8	50	86.2	5	8.6	0	0.0	3	5.2	0	0.0
CROZET	28	26	92.9	2	7.1	27	96.4	1	3.6	0	0.0	0	0.0	0	0.0
GREER	50	48	96.0	2	4.0	47	94.0	2	4.0	1	2.0	0	0.0	0	0.0
HOLLYMEAD	42	34	81.0	8	19.0	39	92.9	0	0.0	2	4.8	1	2.4	0	0.0
MERIWETHER LEWIS	32	25	78.1	7	21.9	31	96.9	0	0.0	0	0.0	0	0.0	1	3.1
MURRAY E.S.	24	24	100.0	0	0.0	21	87.5	2	8.3	1	4.2	0	0.0	0	0.0
RED HILL	19	17	89.5	2	10.5	19	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SCOTTSVILLE	21	18	85.7	3	14.3	19	90.5	2	9.5	0	0.0	0	0.0	0	0.0
STONE-ROBINSON	38	34	89.5	4	10.5	38	100.0	0	0.0	0	0.0	0	0.0	0	0.0
STONY POINT	24	21	87.5	3	12.5	24	100.0	0	0.0	0	0.0	0	0.0	0	0.0
WOODBROOK	37	33	89.2	4	10.8	33	89.2	4	10.8	0	0.0	0	0.0	0	0.0
YANCEY	17	13	76.5	4	23.5	15	88.2	1	5.9	0	0.0	1	5.9	0	0.0
BURLEY M.S.	46	30	65.2	16	34.8	40	87.0	3	6.5	3	6.5	0	0.0	0	0.0
HENLEY M.S.	63	48	76.2	15	23.8	57	90.5	5	7.9	0	0.0	1	1.6	0	0.0
JOUETT M.S.	50	39	78.0	11	22.0	45	90.0	5	10.0	0	0.0	0	0.0	0	0.0
SUTHERLAND M.S.	43	30	69.8	13	30.2	38	88.4	4	9.3	0	0.0	1	2.3	0	0.0
WALTON M.S.	41	28	68.3	13	31.7	38	92.7	3	7.3	0	0.0	0	0.0	0	0.0
ALBEMARLE H.S.	146	95	65.1	51	34.9	136	93.2	6	4.1	2	1.4	2	1.4	0	0.0
MONTECELLO H.S.	97	66	68.0	31	32.0	88	90.7	8	8.2	0	0.0	1	1.0	0	0.0
MURRAY H.S.	14	10	71.4	4	28.6	13	92.9	0	0.0	1	7.1	0	0.0	0	0.0
WESTERN ALBEMARLE H.S.	89	55	61.8	34	38.2	81	91.0	5	5.6	1	1.1	2	2.2	0	0.0
COMMUNITY PUBLIC CHARTER SCH.	5	3	60.0	2	40.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0
ENTERPRISE CENTER	6	3	50.0	3	50.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SUBTOTAL	1140	883	77.5	257	22.5	1053	92.4	63	5.5	11	1.0	12	1.1	1	0.1
ACCOUNTABILITY, RESEARCH & TECH.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BUILDING SERVICES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CHILD NUTRITION PROGRAM	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CLUB YANCEY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
COMMUNITY EDUCATION	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
COMMUNITY ENGAGEMENT	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
ESOL	4	4	100.0	0	0.0	3	75.0	0	0.0	1	25.0	0	0.0	0	0.0
FEDERAL/COMMUNITY ED.	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
FISCAL SERVICES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
HUMAN RESOURCES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
INSTRUCTION	25	24	96.0	1	4.0	23	92.0	0	0.0	2	8.0	0	0.0	0	0.0
MAINTENANCE SHOP	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
RESOURCE CENTER	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCHOOL BOARD	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCHOOL TECHNOLOGY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SPECIAL SERVICES	4	3	75.0	1	25.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0
SUPERINTENDENT'S OFFICE	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUPPORT & PLANNING	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TRANSPORTATION	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUBTOTAL	34	32	94.1	2	5.9	30	88.2	1	2.9	3	8.8	0	0.0	0	0.0
GRAND TOTAL	1174	915	77.9	259	22.1	1083	92.2	64	5.5	14	1.2	12	1.0	1	0.1

SCHOOLS	TEACHERS														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
CATEC	12	6	50.0	6	50.0	8	66.7	3	25.0	0	0.0	0	0.0	1	8.3

ALBEMARLE COUNTY PUBLIC SCHOOLS - EMPLOYEE ETHNIC DISTRIBUTION
2009-2010 SCHOOL YEAR (As of September 30, 2009)

SCHOOLS	PRINCIPALS AND ASSISTANT/ASSOCIATE PRINCIPALS														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGNOR-HURT	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
BAKER-BUTLER	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
BROADUS WOOD	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
BROWNSVILLE	2	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
CALE	2	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
CROZET	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
GREER	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
HOLLYMEAD	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
MERIWETHER LEWIS	2	2	100.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0
MURRAY E.S.	1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
RED HILL	1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SCOTTSVILLE	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
STONE-ROBINSON	2	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
STONY POINT	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
WOODBROOK	2	0	0.0	2	100.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0
YANCEY	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
BURLEY M.S.	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
HENLEY M.S.	3	1	33.3	2	66.7	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0
JOUETT M.S.	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SUTHERLAND M.S.	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
WALTON M.S.	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
ALBEMARLE H.S.	5	1	20.0	4	80.0	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0
MONTECELLO H.S.	4	2	50.0	2	50.0	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0
MURRAY H.S.	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
WESTERN ALBEMARLE H.S.	4	1	25.0	3	75.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0
COMMUNITY PUBLIC CHARTER SCH.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
ENTERPRISE CENTER	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SUBTOTAL	51	28	54.9	23	45.1	43	84.3	8	15.7	0	0.0	0	0.0	0	0.0
ACCOUNTABILITY, RESEARCH & TECH.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BUILDING SERVICES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CHILD NUTRITION PROGRAM	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CLUB YANCEY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
COMMUNITY EDUCATION	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
COMMUNITY ENGAGEMENT	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
ESOL	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
FEDERAL/COMMUNITY ED.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
FISCAL SERVICES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
HUMAN RESOURCES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
INSTRUCTION	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MAINTENANCE SHOP	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
RESOURCE CENTER	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCHOOL BOARD	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCHOOL TECHNOLOGY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SPECIAL SERVICES	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUPERINTENDENT'S OFFICE	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUPPORT & PLANNING	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TRANSPORTATION	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUBTOTAL	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
GRAND TOTAL	51	28	54.9	23	45.1	43	84.3	8	15.7	0	0.0	0	0.0	0	0.0

SCHOOLS	PRINCIPALS AND ASSISTANT/ASSOCIATE PRINCIPALS														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
CATEC	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0

ALBEMARLE COUNTY PUBLIC SCHOOLS - EMPLOYEE ETHNIC DISTRIBUTION
2009-2010 SCHOOL YEAR (As of September 30, 2009)

SCHOOLS	OTHER ADMINISTRATORS*														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGNOR-HURT	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BAKER-BUTLER	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BROADUS WOOD	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BROWNSVILLE	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CALE	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CROZET	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
GREER	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
HOLLYMEAD	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MERIWETHER LEWIS	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MURRAY E.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
RED HILL	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCOTTSVILLE	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STONE-ROBINSON	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STONY POINT	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
WOODBROOK	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
YANCEY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BURLEY M.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
HENLEY M.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
JOUETT M.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUTHERLAND M.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
WALTON M.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
ALBEMARLE H.S.	3	3	100.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
MONTICELLO H.S.	3	1	33.3	2	66.7	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0
MURRAY H.S.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
WESTERN ALBEMARLE H.S.	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
COMMUNITY PUBLIC CHARTER SCH.	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
ENTERPRISE CENTER	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUBTOTAL	8	5	62.5	3	37.5	7	87.5	1	12.5	0	0.0	0	0.0	0	0.0
ACCOUNTABILITY, RESEARCH & TECH.	6	3	50.0	3	50.0	5	83.3	1	16.7	0	0.0	0	0.0	0	0.0
BUILDING SERVICES	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
CHILD NUTRITION PROGRAM	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
CLUB YANCEY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
COMMUNITY EDUCATION	1	0	0.0	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
COMMUNITY ENGAGEMENT	3	1	33.3	2	66.7	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0
ESOL	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
FEDERAL/COMMUNITY ED.	2	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
FISCAL SERVICES	1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
HUMAN RESOURCES	7	4	57.1	3	42.9	6	85.7	1	14.3	0	0.0	0	0.0	0	0.0
INSTRUCTION	9	4	44.4	5	55.6	8	88.9	0	0.0	1	11.1	0	0.0	0	0.0
MAINTENANCE SHOP	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
RESOURCE CENTER	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SCHOOL BOARD	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SCHOOL TECHNOLOGY	1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SPECIAL SERVICES	4	2	50.0	2	50.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SUPERINTENDENT'S OFFICE	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SUPPORT & PLANNING	1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
TRANSPORTATION	3	2	66.7	1	33.3	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0
SUBTOTAL	46	24	52.2	22	47.8	39	84.8	5	10.9	2	4.3	0	0.0	0	0.0
GRAND TOTAL	54	29	53.7	25	46.3	46	85.2	6	11.1	2	3.7	0	0.0	0	0.0

*Excludes Principals and Assistant/Associate Principals

Includes: Div. Superintendent, Asst. Superintendents, Exec. Directors, Directors, and Asst. Directors of Instruction and Support Programs, Instructional Coordinators, Instructional Lead Coaches, Athletic Directors, Research and Program Evaluation Coordinator, Systems Coordinator, Environmental Compliance Managers, HR Managers, HS Guidance Directors, Home School Coordinators, Instructional Database Coordinators, and Fleet Managers.

SCHOOLS	OTHER ADMINISTRATORS*														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
CATEC	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0

**ALBEMARLE COUNTY PUBLIC SCHOOLS - EMPLOYEE ETHNIC DISTRIBUTION
2009-2010 SCHOOL YEAR (As of September 30, 2009)**

SCHOOLS	CLASSIFIED STAFF															
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	
AGNOR-HURT	34	28	82.4	6	17.6	26	76.5	6	17.6	1	2.9	1	2.9	0	0.0	
BAKER-BUTLER	23	23	100.0	0	0.0	21	91.3	2	8.7	0	0.0	0	0.0	0	0.0	
BROADUS WOOD	12	11	91.7	1	8.3	12	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
BROWNSVILLE	22	21	95.5	1	4.5	19	86.4	3	13.6	0	0.0	0	0.0	0	0.0	
CALE	28	27	96.4	1	3.6	23	82.1	4	14.3	1	3.6	0	0.0	0	0.0	
CROZET	11	11	100.0	0	0.0	11	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
GREER	26	24	92.3	2	7.7	23	88.5	2	7.7	0	0.0	1	3.8	0	0.0	
HOLLYMEAD	24	24	100.0	0	0.0	22	91.7	2	8.3	0	0.0	0	0.0	0	0.0	
MERIWETHER LEWIS	15	15	100.0	0	0.0	14	93.3	0	0.0	1	6.7	0	0.0	0	0.0	
MURRAY E.S.	12	12	100.0	0	0.0	11	91.7	0	0.0	1	8.3	0	0.0	0	0.0	
RED HILL	14	11	78.6	3	21.4	14	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
SCOTTSVILLE	10	10	100.0	0	0.0	7	70.0	3	30.0	0	0.0	0	0.0	0	0.0	
STONE-ROBINSON	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
STONY POINT	15	14	93.3	1	6.7	14	93.3	1	6.7	0	0.0	0	0.0	0	0.0	
WOODBROOK	16	16	100.0	0	0.0	14	87.5	1	6.3	0	0.0	1	6.3	0	0.0	
YANCEY	8	8	100.0	0	0.0	6	75.0	2	25.0	0	0.0	0	0.0	0	0.0	
BURLEY M.S.	9	9	100.0	0	0.0	5	55.6	3	33.3	0	0.0	1	11.1	0	0.0	
HENLEY M.S.	14	13	92.9	1	7.1	13	92.9	1	7.1	0	0.0	0	0.0	0	0.0	
JOUETT M.S.	11	8	72.7	3	27.3	11	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
SUTHERLAND M.S.	10	8	80.0	2	20.0	7	70.0	3	30.0	0	0.0	0	0.0	0	0.0	
WALTON M.S.	10	8	80.0	2	20.0	8	80.0	2	20.0	0	0.0	0	0.0	0	0.0	
ALBEMARLE H.S.	35	31	88.6	4	11.4	27	77.1	8	22.9	0	0.0	0	0.0	0	0.0	
MONTICELLO H.S.	23	20	87.0	3	13.0	21	91.3	2	8.7	0	0.0	0	0.0	0	0.0	
MURRAY H.S.	2	2	100.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
WESTERN ALBEMARLE H.S.	20	19	95.0	1	5.0	14	70.0	5	25.0	1	5.0	0	0.0	0	0.0	
COMMUNITY PUBLIC CHARTER SCH.	1	1	100.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	
ENTERPRISE CENTER	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
SUBTOTAL	425	394	92.7	31	7.3	365	85.9	51	12.0	5	1.2	4	0.9	0	0.0	
ACCOUNTABILITY, RESEARCH & TECH.	5	4	80.0	1	20.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
BUILDING SERVICES	134	43	32.1	91	67.9	66	49.3	66	49.3	2	1.5	0	0.0	0	0.0	
CHILD NUTRITION PROGRAM	117	110	94.0	7	6.0	100	85.5	13	11.1	1	0.9	2	1.7	1	0.9	
CLUB YANCEY	9	9	100.0	0	0.0	6	66.7	3	33.3	0	0.0	0	0.0	0	0.0	
COMMUNITY EDUCATION	80	74	92.5	6	7.5	61	76.3	11	13.8	3	3.8	4	5.0	1	1.3	
COMMUNITY ENGAGEMENT	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
ESOL	3	3	100.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
FEDERAL/COMMUNITY ED.	1	1	100.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
FISCAL SERVICES	5	4	80.0	1	20.0	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	
HUMAN RESOURCES	13	12	92.3	1	7.7	9	69.2	4	30.8	0	0.0	0	0.0	0	0.0	
INSTRUCTION	7	7	100.0	0	0.0	7	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
MAINTENANCE SHOP	44	6	13.6	38	86.4	38	86.4	5	11.4	1	2.3	0	0.0	0	0.0	
RESOURCE CENTER	5	3	60.0	2	40.0	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0	
SCHOOL BOARD	7	3	42.9	4	57.1	6	85.7	1	14.3	0	0.0	0	0.0	0	0.0	
SCHOOL TECHNOLOGY	25	6	24.0	19	76.0	22	88.0	2	8.0	1	4.0	0	0.0	0	0.0	
SPECIAL SERVICES	5	5	100.0	0	0.0	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0	
SUPERINTENDENT'S OFFICE	3	3	100.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
SUPPORT & PLANNING	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	
TRANSPORTATION	217	139	64.1	78	35.9	180	82.9	34	15.7	2	0.9	1	0.5	0	0.0	
SUBTOTAL	683	434	63.5	249	36.5	521	76.3	143	20.9	10	1.5	7	1.0	2	0.3	
GRAND TOTAL	1108	828	74.7	280	25.3	886	80.0	194	17.5	15	1.4	11	1.0	2	0.2	

Classified employees are all the non-teacher and non-administrative positions in the school system. Examples of these positions are all non-administrative employees in the transportation, building services, child nutrition, and extended day programs, and all office associates and teaching assistants.

SCHOOLS	CLASSIFIED STAFF														
	TOTAL	FEMALE		MALE		WHITE		AFRICAN-AMERICAN		HISPANIC		ASIAN		AMERICAN INDIAN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
CATEC	14	10	71.4	4	28.6	10	71.4	4	28.6	0	0.0	0	0.0	0	0.0

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