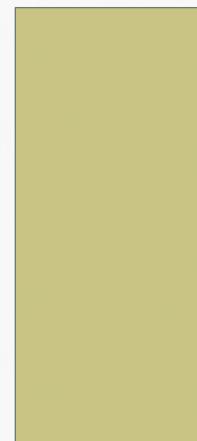




HUMAN RESOURCES ANNUAL REPORT

OCTOBER 1, 2012-SEPTEMBER 30, 2013



FOCUSING ON OUR 21ST CENTURY STUDENTS

Through
Recruiting



Through
Hiring



Through
Retention

TEACHER APPLICATIONS

(OCTOBER 1, 2012-SEPTEMBER 30, 2013)

	Number of Applications	Percentage of Total	Identified as Highly Qualified	Percentage Identified as Highly Qualified
All	1013	100	799	78
White	843	83	662	78
No Response	91	11.13	74	81
Minority	83	8	49	74

NEW TEACHER HIRES

2009	2010	2011	2012	2013
111	72	105	128	127

Of the 127 Teachers Hired:

- 12% are minorities
- 72% have at least a *Masters'* degree
- 70% had previous teaching experience
- 40% have five or more years of teaching experience
- 28% are starting their teaching careers in ACPS
- 39% were hired for the elementary level
- 61% were hired for the secondary level

CLASSIFIED STAFF EXTERNAL HIRES 2009-2013

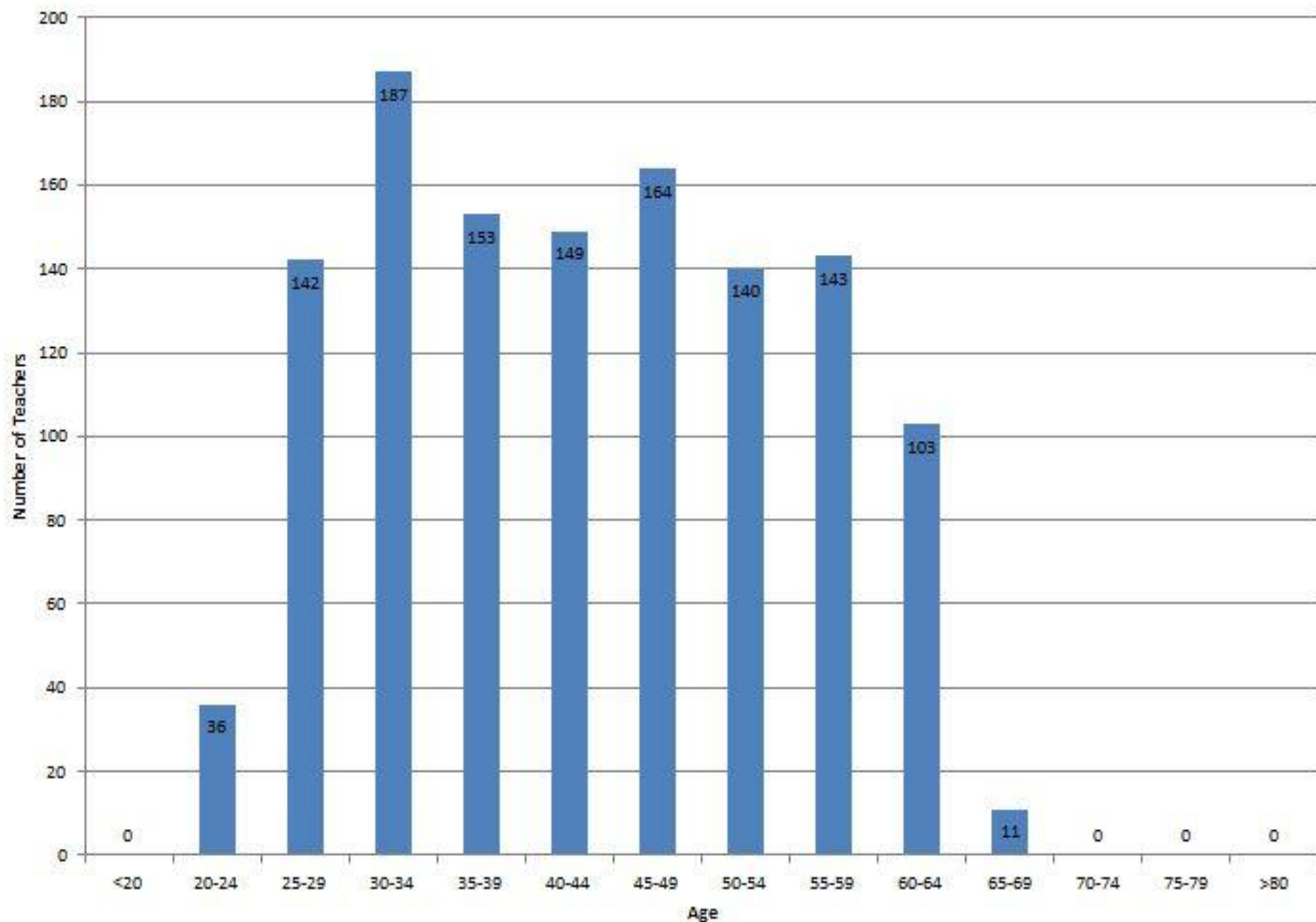
	2009	2010	2011	2012	2013
Principals, AP, Other Administrators	5	8	2	5	5
Classified Staff	172	149	135	123	118

RETIREMENTS

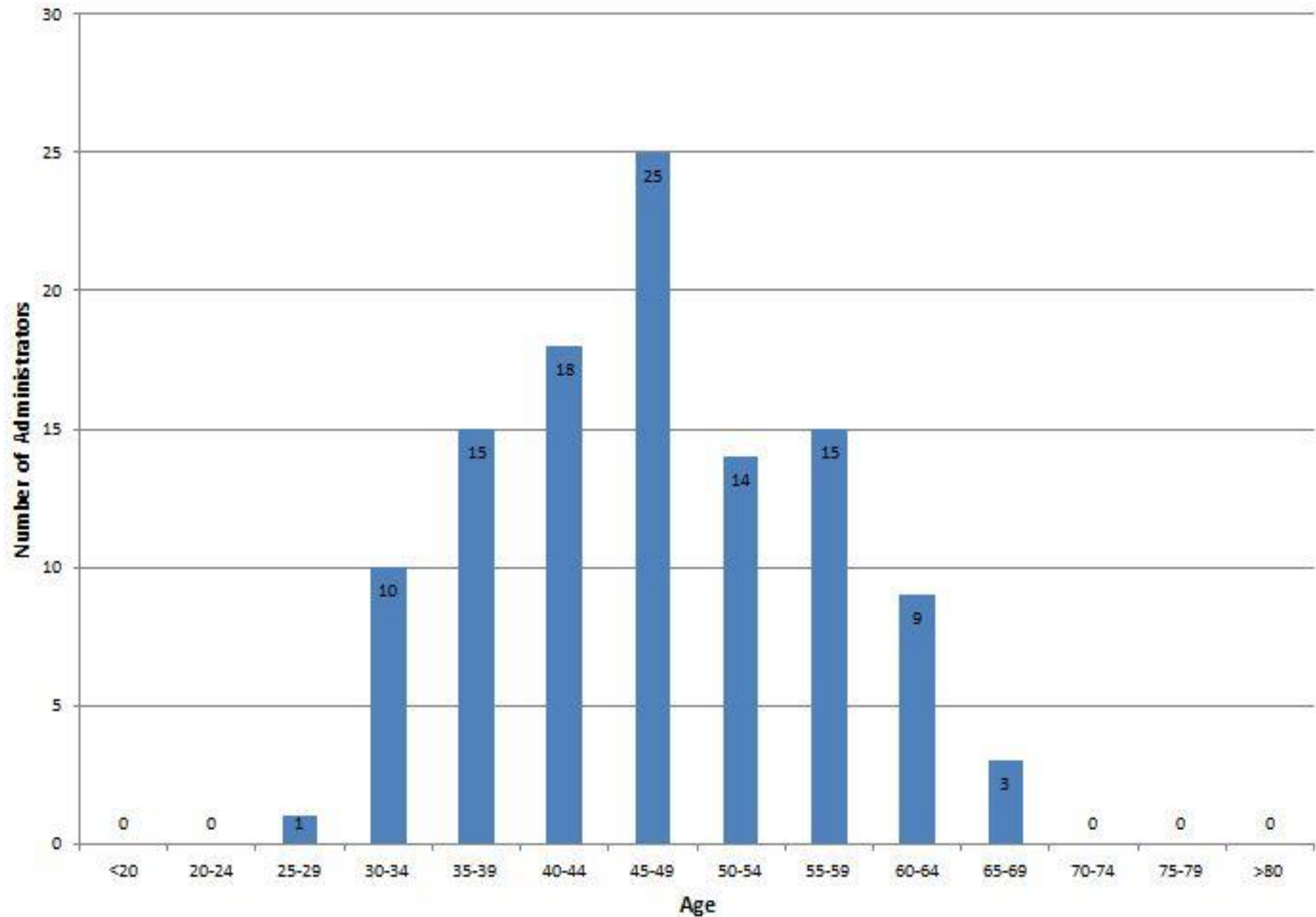
2009-2013

	2009	2010	2011	2012	2013
Teachers	41	30	36	31	28
Principals, APs, Other Administrators	8	9	3	4	3
Classified	66	13	25	16	21

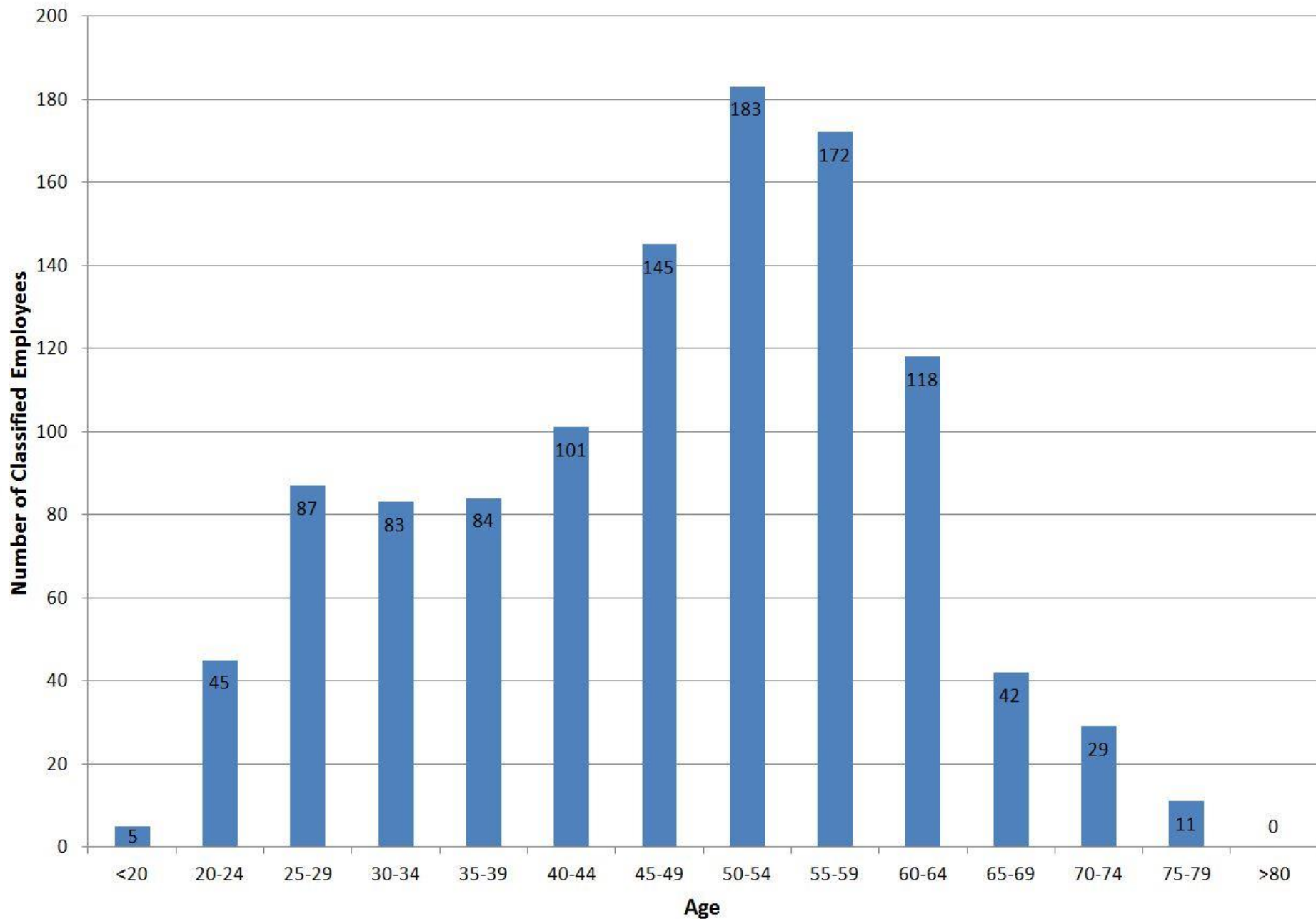
Teacher Age Distribution



Administrator Age Distribution



Classified Age Distribution



EXIT SURVEYS

(OCTOBER 1, 2012 – SEPTEMBER 30, 2013)

Employees' Primary Reasons for Leaving

Reason	Classified & Administration (43/)	Teachers (64/)	All Employees (107/)
Reasons external to system	28%	23%	25%
Retirement	26%	22%	23%
Relocation	7%	27%	19%
Salary/Benefits Package	12%	5%	7%
Supervision/Management Issues	21%	8%	13%
Lack of Training/Opportunities	5%	6%	6%
Leaving Profession	2%	9%	7%

EXIT SURVEYS

(OCTOBER 1, 2012 – SEPTEMBER 30, 2013)

Aspect of Employment	Exiting Employees' Favorable Responses		
	2010-11	2011-12	2012-13
Work Satisfaction	79%	80%	82%
Work Distribution/Schedule Flexibility	66%	67%	61%
Pay/Benefits	57%	61%	70%
Training and Development	60%	63%	70%
Career Advancement Opportunities	46%	42%	45%
Supervisory Consideration	67%	65%	71%
Work Group Communication	66%	60%	63%
Organizational Culture	55%	58%	71%

GOING FORWARD

Recruitment

- Systematic screening plan
- Internal pool of administrator candidates
- Staff diversity
- Training on hiring best practices
- Social media

On-Boarding

- Restructuring orientation
- Systematizing induction plan for new administrators

Training and Development

- Learning Catalog
- Comprehensive toolkit

GOING FORWARD

Compensation, Benefits & Total Rewards

- Virginia Retirement System changes
- Recognition and engagement

Wellness

- BeWell Albemarle website live
- <http://bewell.albemarle.org/Pages/default.aspx>
- Wellness Champions
- Small Grant opportunities
- Health Promotions Monthly