

<u>5 Year Trend Teachers Leaving the District</u>	
Total Teachers	156
Total number of retirements	60
Total number of resignations	96
Average tenure of resignations	6.8 yrs
Reason totals	
Continuing Education	1
Moved	23
Not a good fit	1
Not specified	16
Family Necessity	5
Personal Necessity	14
Accepted position in another district	3
Returned to DJUSD	3
New Job	11
Blank	1
Returned as a substitute	1
Retirement	60
From LOA	10
In-Lieu of Release	5
Tired of Community	1
Need Higher Pay	1

5 Year Trend Teachers Leaving the District by ethnicity -without retirements							
Row Labels	AMERICAN INDIAN/ALASKA NATIVE	ASIAN INDIAN	CHINESE	HISPANIC OR LATINO	NO ANSWER	WHITE	Grand Total
ACCEPTED POSITION IN ANOTHER DISTRICT				2		1	3
BLANK				1	1	3	5
CONTINUING EDUCATION						1	1
FAMILY NECESSITY						5	5
FROM LOA			1			9	10
IN-LIEU				1			1
MOVED				2		21	23
NEED HIGHER PAY						1	1
NEW JOB			2	1		8	11
NOT A GOOD FIT						1	1
NOT SPECIFIED	1			4		11	16
PERSONAL NECESSITY		1	1	2		10	14
RETURNED AS SUBSTITUTE			1				1
RETURNED TO DJUSD						3	3
TIRED OF COMMUNITY						1	1
Grand Total	1	1	5	13	1	75	96

5 Year Trend Teachers Leaving the District by ethnicity – no retirements	
Row Labels	Count of Job Code Name
AMERICAN INDIAN/ALASKA NATIVE	1
ASIAN INDIAN	1
CHINESE	5
HISPANIC OR LATINO	13
NO ANSWER	1
WHITE	75
Grand Total	96

Teacher resignations only: 2015-16		
Row Labels	Count of WRITTEN REASON	Total Teachers - As of 6/1/2016
CONTINUING EDUCATION	1	
FAMILY NECESSITY	2	
FROM LOA	5	
MOVED	12	
NEED HIGHER PAY	1	
NEW JOB	3	
NEW JOB CLOSER TO HOME	1	
NEW JOB PROMOTION	1	
NOT SPECIFIED	2	
OTHER	1	
PERSONAL NECESSITY	5	
PERSONAL NECESSITY/ PROBABLY RELEASE	1	
TIRED OF COMMUNITY	1	
Grand Total	36	423

Teachers resignations only: 2014-15		
Row Labels	Count of Written Reason	Total Teachers - As of 6/1/2015
ACCEPTED POSITION IN ANOTHER DISTRICT	1	
FAMILY NECESSITY	3	
FROM LOA	5	
MOVED	6	
NEW JOB	2	
NOT A GOOD FIT	1	
NOT SPECIFIED	4	
PERSONAL NECESSITY	7	
RETURNED AS SUBSTITUTE	1	
RETURNED TO DJUSD	1	
TOOK JOB WITH STATE	1	
(blank)		
Grand Total	32	391

Teachers resignations only: 2013-14		
Row Labels	Count of Written Reason	Total Teachers - As of 6/1/2014
ACCEPTED POSITION IN ANOTHER DISTRICT	1	
ADMINISTRATIVE JOB	1	
NOT SPECIFIED	2	
PERSONAL NECESSITY - MEDICAL	1	
TOOK JOB CLOSER TO HOME	1	
Grand Total	6	348

Teachers resignations only: 2012-13		
Row Labels	Count of Written Reason	Total Teachers - As of 6/1/2013
IN-LIEU	1	
NEW JOB	1	
NOT SPECIFIED	2	
RETURNED AS ADMINISTRATOR	1	
TOOK JOB CLOSER TO HOME	1	
(blank)		
Grand Total	6	323

Teachers resignations only: 2011-12		
Row Labels	Count of Written Reason	Total Teachers - As of 6/1/2012
MOVED	1	
MOVED	4	
NOT SPECIFIED	5	
RETURNED TO DJUSD	1	
(blank)		
Grand Total	11	308

Teacher Attrition Rate			
Year	Resignations	Total Teachers - 6/1	Attrition Rate
2015-16	36	423	8.5%
2014-15	32	391	8.2%
2013-14	6	348	1.7%
2012-13	6	323	1.9%
2011-12	11	308	3.6%
		Average Rate	4.8%

Teacher Attrition Rate			
Year	Retirements	Total Teachers - 6/1	Attrition Rate
2015-16	11	423	2.6%
2014-15	3	391	0.8%
2013-14	28	348	8.0%
2012-13	8	323	2.5%
2011-12	10	308	3.2%
		Average Rate	3.4%