

**MILWAUKEE
PUBLIC SCHOOLS**

Teacher Retention Rates

May 18, 2023

Matt Chason, Senior Director
Office of Accountability and Efficiency

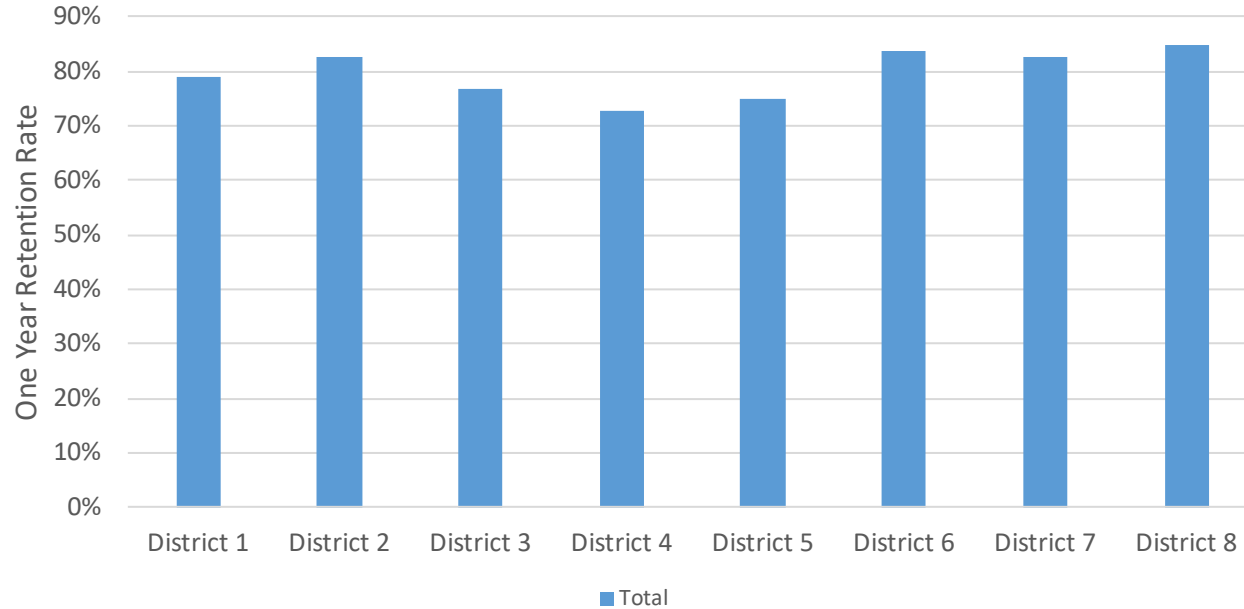
Adria Maddaleni
Chief Human Resources Officer
Office of Human Resources

METHODS

- Teacher Retention Rate Analysis
 - Considers school based teacher positions
 - Includes permit teachers
 - Excludes substitute teachers, speech pathologists, school counselors, etc.
 - Includes both board and categorically funded teachers
 - Traditional and Instrumentality Charter (IC) school-based only
 - Considers retention as active assignment in all contiguous snapshot periods
 - Does not consider turnover
 - Staff hired and separated between snapshot periods

ANALYSIS

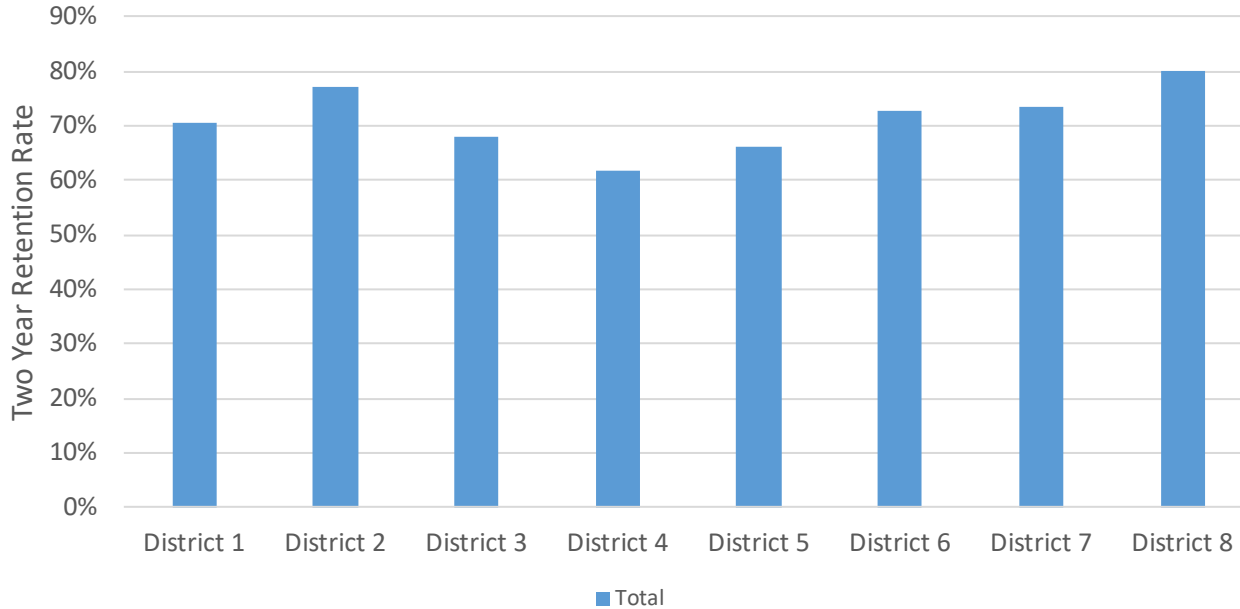
One Year Retention Rate by Board District
Teachers



All data as of May 10, 2023

ANALYSIS

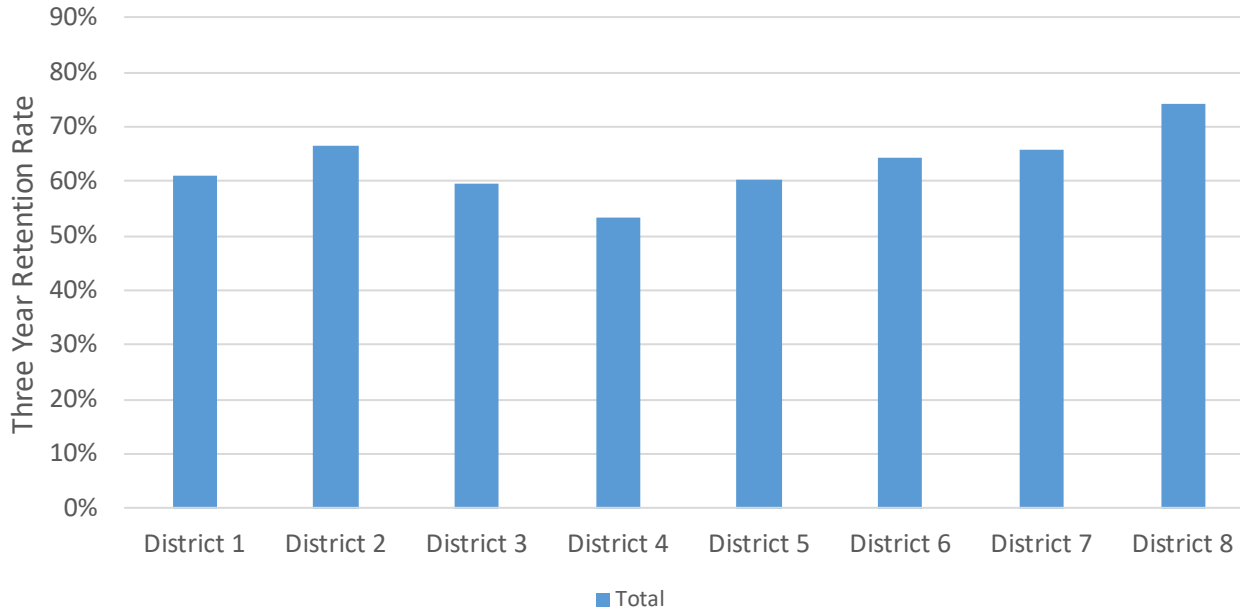
Two Year Retention Rate by Board District
Teachers



All data as of May 10, 2023

ANALYSIS

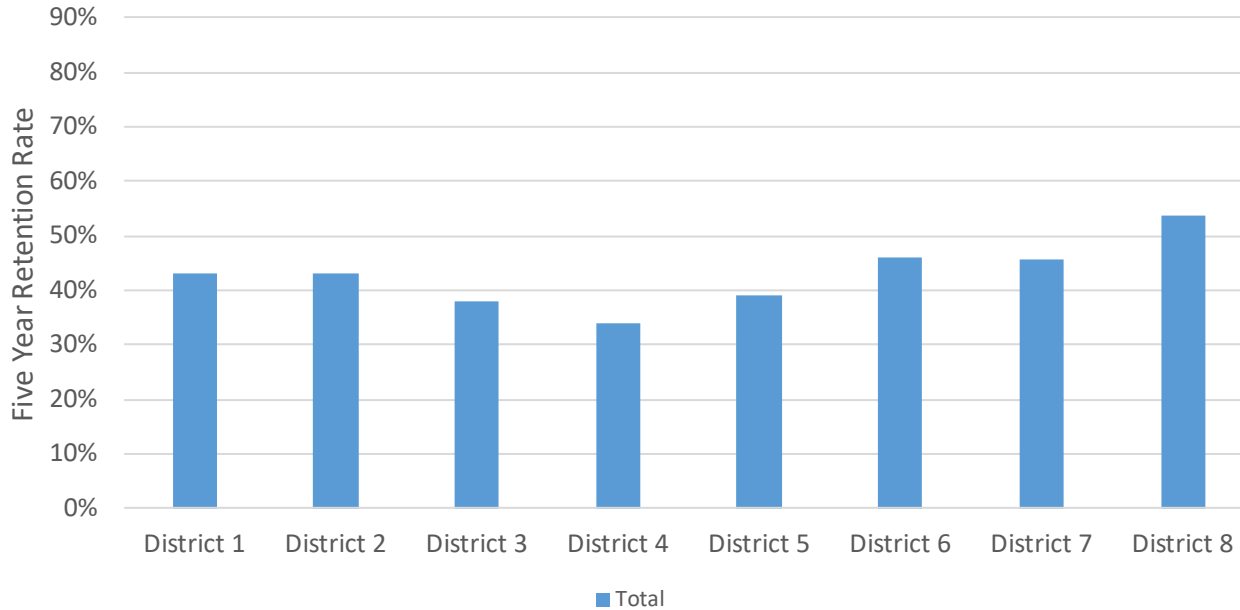
Three Year Retention Rate by Board District Teachers



All data as of May 10, 2023

ANALYSIS

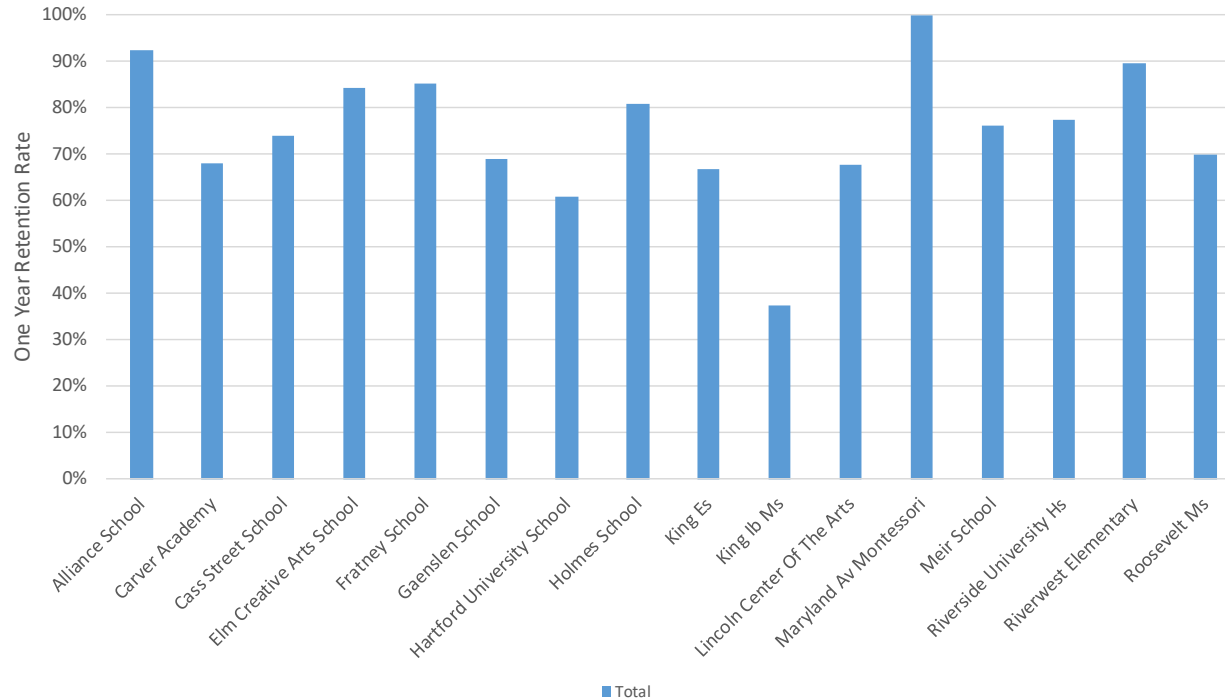
Five Year Retention Rate by Board District
Teachers



All data as of May 10, 2023

ANALYSIS

One Year Retention Rate - Board District 5
Teachers



All data as of May 10, 2023

DISCUSSION

- Limitations
 - Retention calculation may be impacted by budgeted staff changes
 - Sensitive to cohorts of teachers retiring at the same time
 - Does not distinguish between voluntary or involuntary separation
- Distinct variation both between and within Board districts
- Unsustainable staffing trajectory
 - Hiring more teachers faster does not address retention rate
 - Importance of retention amplified during teacher shortage
- Accountability and responsibility

NEXT STEPS

- Qualitative review
 - Exit interview data
 - School climate survey data
- Conduct focus groups
- Develop plan of action



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Questions?