

**Knox County R-I School District**  
**Programs and Services Evaluation Form**

Program: Staff Retention and Development

Person(s) responsible: Administration

Number of Employees: Certified 57 Non-Certified 42 Full- and Part-Time     

Number of students enrolled/participating in the program: 492

Program Funding: Local     X     State     X     Federal     X    

Goals and Objectives (Can it be measured with data?):

**Goal 2:** Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

**Objective 1:** 100% of the staff will be supported through high quality professional development, to achieve a high level of student success.

**Goal 2:** Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

**Objective 3:** Provide programs that attract and develop aspiring teachers .

Evaluation Criteria (What gauges success?):

- Staff Retention Data
- Staff Evaluation Data
- Student Assessment Data
- Climate Survey Data

Types of data collected: (Check all areas that apply)

- X   Surveys of staff, community, students, business
- X   Standardized assessments, assessment statistics
- X   Longitudinal performance data
- Participation or placement rates
- Financial revenues/expenditures
- X   Internal evaluations by staff
- External evaluations by others
- Attendance rates
- Dropout rates
- Suspension/expulsion/discipline rates
- Participation rates in co-curricular/extracurricular activities
- Special program participation rates

- \_\_\_\_\_ College/vocational attrition rates
- \_\_\_\_\_ College/vocational completion rates
- \_\_\_\_\_ Student attitude and interest surveys
- \_\_\_\_\_ other

Procedures used to evaluate the collected data:

- Comparison of staff retention data
- Analysis of surveys
- Analysis of student growth data

Who collects the data? Administration and Teachers

Who reports the data? Administration and Teachers

Who analyzes the data? Administration and Teachers

Success of program based on the data (benefits):

- In the last 3 years we have averaged 10% turnover rate compared to the 5 years prior which had an average of 19%
- 40% of our staff are Alumni
- This past year we averaged 7%

Recommended changes needed to achieve the goals and objectives of the program:

- Continue to develop our Grow Your Own program
- Try to find more incentives

Action to be taken:

- Continue to work on Professional development that meets the needs of each individual teacher
- Continue to find more ways to support teachers
- Continue to provide attractive Salaries and Benefits

Changes made in the last two years:

- Added \$5,000 to the base
- Chair massages to improve mental health
- Added an elementary assistant principal to support teacher with discipline
- Received the Teacher Retention Grant
- Received the Grown Your Own Grant
- Added two bus drivers and two routes

Date presented to the Board of Education: October 17, 2023