September 28, 2023

Superintendent Garrison:

The Board of Education has requested an update regarding employee retention and current staffing.

Note: This is a snapshot in time 9/18/2023.

**Certified Staff:**

The district hired 73 new certified staff.

We currently have 327 certified employees.

There were 74 (down from 89) resignations and 4 retirements. This represents approximately 22.63% turnover. This is down from 28.5% last year.

Some positions were eliminated or have been designated not to be filled at this time due to reductions in students and efforts to reduce administrative staff. Some positons had internal candidates transfer to a new certified position.

There are currently 15 open certified positions.

Note: We currently have 17 emergency certified teachers.

We currently have 57 emergency certified substitute teachers.

**Classified Staff:**

The district hired 27 new classified staff.

We currently have 296 classified employees.

There were 36 (down from 88) resignations and 8 retirements. This represents approximately 14.86% turnover. This is down from 36% last year.

Some positions were eliminated or have been designated not to be filled at this time. Some positons had internal candidates transfer to a new classified position.

There are currently 27 open classified positions.

**Retention Initiatives:**

**Bloomboard Update:**

50 slots were approved by the Board of Education and initially 50 teachers signed up for the Bloomboard Rank Change Program. No teacher was denied due to capacity.

Last year 25 teachers paid the upfront cost and entered the co-hort. Of those 23 are still with us as of this date. This represents 92% retention rate.

**STEPP Pipeline Grant for Classified Candidates:**

The district received funding for this grant in the amount of $53,999 with a match of $20,000 from NKU for classified staff assistance in obtaining a bachelor’s degree to become a teacher. The district is working with Principals to identify potential candidates. Official funding from this grant became available this month.

So far, two candidates have signed up for the program, and a third candidate is exploring the program.

**Exit Interviews:**

Per the Board’s request, exit interview questionnaires were sent to all certified employees leaving the district. Please see the attached responses.

Note: As required by [KRS 160.382](https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=54109), the Kentucky Department of Education (KDE) has developed the **Kentucky Educational Careers Attrition Survey** as the “system for school districts to report exit survey information without providing personally identifiable information for use in evaluating factors impacting teacher retainment.”

Beginning July 21st, 2023 Covington Schools ended the paper exit interview survey form and transitioned to the KDE Attrition Survey.

These will be the final paper interview survey tools shared.

Ken Kippenbrock – Executive Director Human Resources and Operations, District Safety