

Lexington Public Schools Human Resources



Professional Teacher Status Ceremony – September 26, 2013

PERSONNEL
& PROGRAM
UPDATES

October 8, 2013

LEXINGTON PUBLIC SCHOOLS

TEACHER TURNOVER

FY08 – FY14

Fiscal Year	Total Teacher Turnover *	Total # of Teachers System-Wide	Turnover Rate	
FY08	70	674	10.4%	
FY09	65	698	9.3%	
FY10	45	684	6.6%	
FY11	44	672	6.5%	
FY12	33	669	4.9%	
FY13	43	677	6.4%	
FY14	42	681	6.2%	
Averages:	49	679	Average Turnover Rate FY08 – FY13	Average Turnover Rate FY08 – FY14
			FY13 7.4%	FY13 7.2%

* Number of replacements teachers hired to fill vacancies for teachers who exited the system prior to the beginning of the next school year due to resignations, retirements and non-rehire.

**LEXINGTON PUBLIC SCHOOLS
NUMBER OF RETIREES
2000 - 2013**

Year	Teacher Retirees	All Retirees
2000	19	21
2001	29	34
2002	22	24
2003	17	20
2004	25	39
2005	18	23
2006	26	29
2007	23	34
2008	27	33
2009	19	24
2010	17	21
2011	15	24
2012	18	21
2013	19*	25
14 Year Average	21	26.6

* Equals 2.8% of all Teachers

**LEXINGTON PUBLIC SCHOOLS
ALL STAFF BY RACE
FY14**

	African-American		Asian		Hispanic		White		Totals
Teachers	12	1.8%	30	4.4%	13	1.9%	622	91.9%	677
Other Staff	29	3.2%	30	3.4%	17	1.9%	819	91.5%	895
Totals	41	2.6%	60	3.8%	30	1.9%	1441	91.7%	1572

**LEXINGTON PUBLIC SCHOOLS
ALL NEW HIRES
FY12, FY13 & FY14
BY GENDER AND RACE**

Gender	African - American			Asian			Hispanic			White			Totals		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Female	0	2	4	2	3	7	1	1	2	48	48	91	51	54	104
Male	0	0	1	0	0	1	0	1	1	12	15	25	12	16	28
Totals	0	2	5	2	3	8	1	2	3	60	63	116	63	70	132

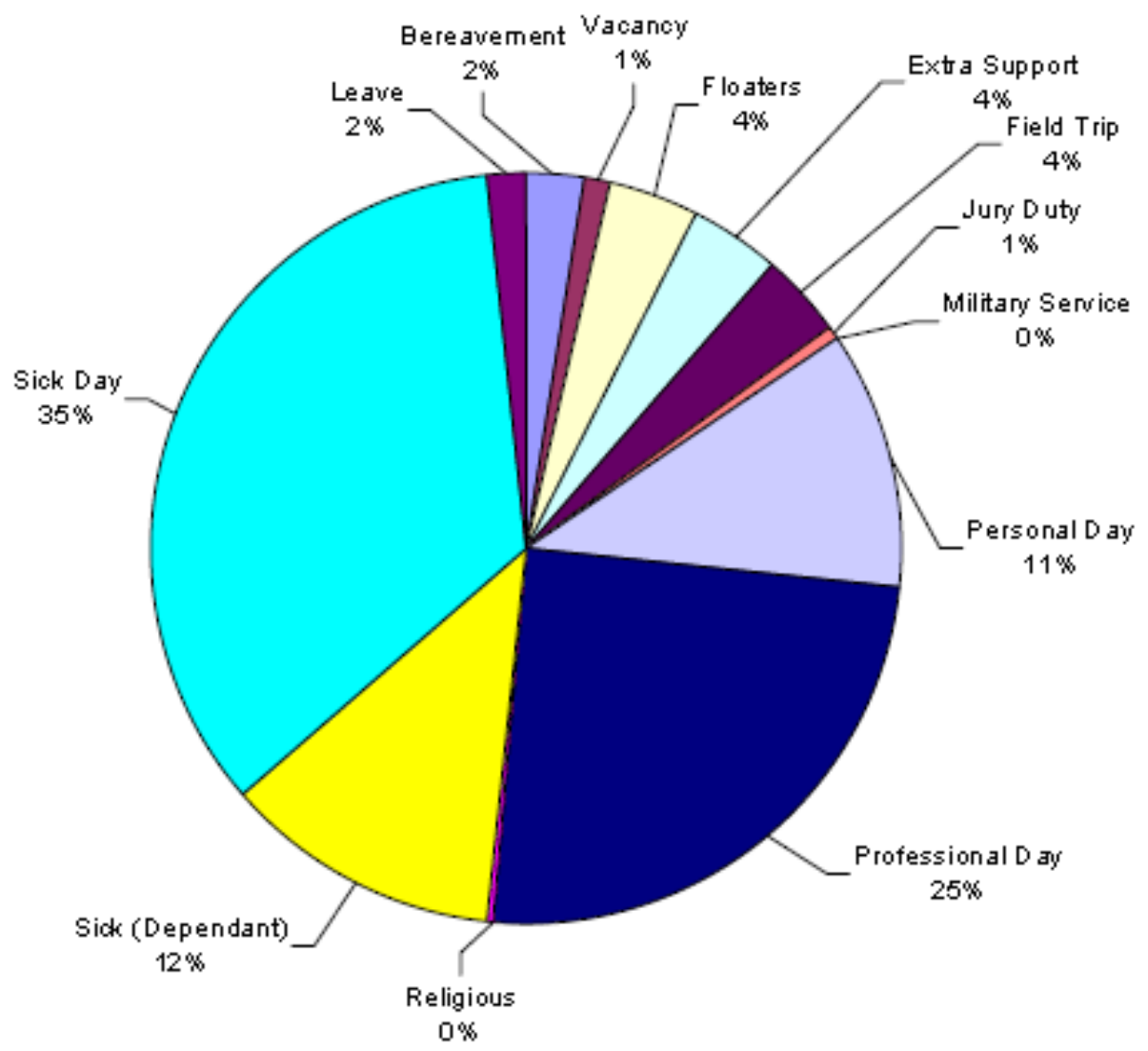
	FY12	FY13	FY14
Percentage of system-wide new hires who represent a racially diverse population	6.4%	8.2%	12.1%

**LEXINGTON PUBLIC SCHOOLS
ALL NEW TEACHERS & ADMINISTRATORS
FY12, FY13 & FY14 BY GENDER AND RACE**

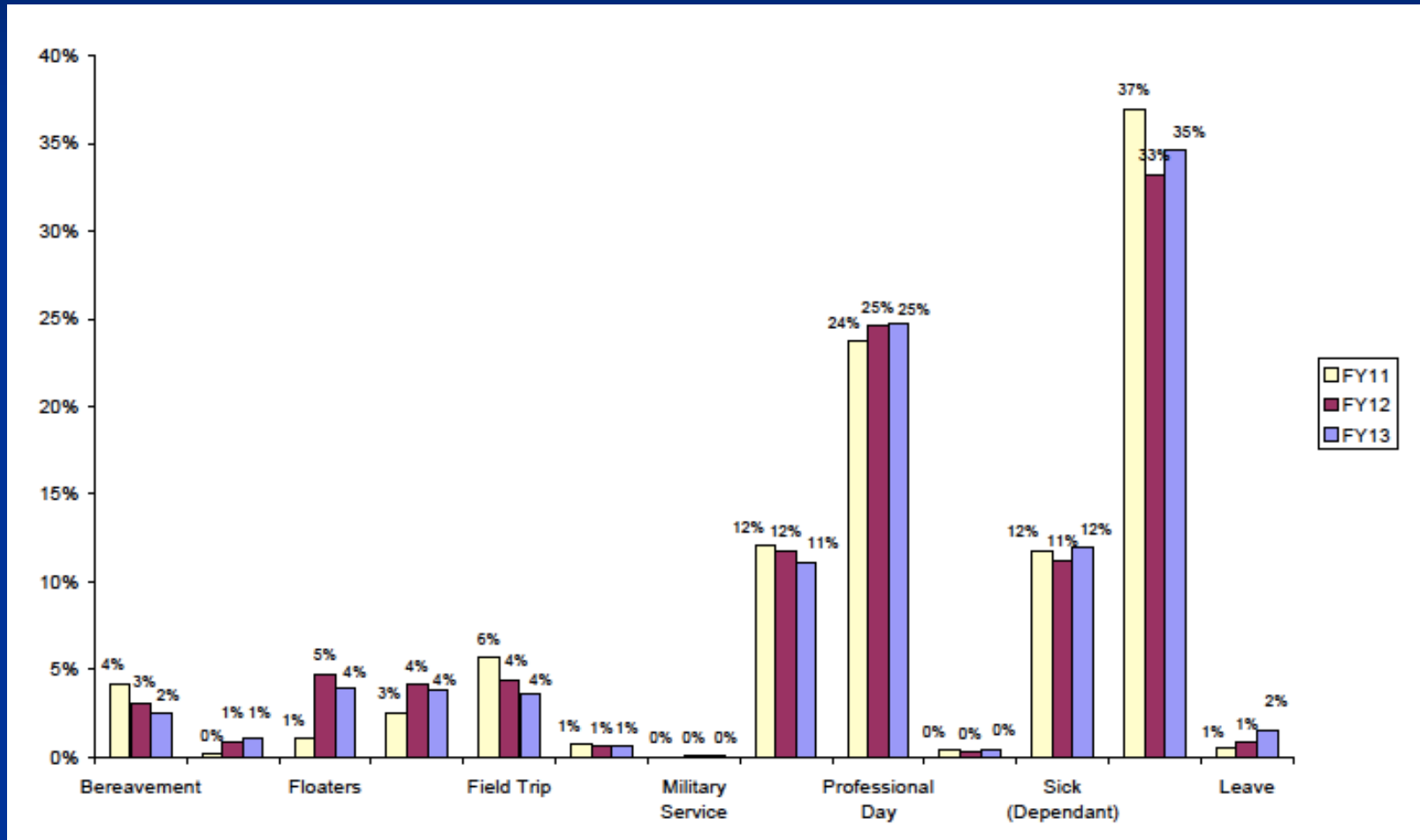
Gender	African - American			Asian			Hispanic			White			Totals		
	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14	FY12	FY13	FY14
Female	0	2	1	2	3	4	1	1	1	48	48	44	51	54	50
Male	0	0	1	0	0	1	0	1	0	12	15	12	12	16	14
Totals	0	2	2	2	3	5	1	2	1	60	63	56	63	70	64

	FY12	FY13	FY14
Percentage of teacher and administrator new hires who represent a racially diverse population	4.8%	10.0%	12.5%

PERCENT DISTRIBUTION OF TEACHER ABSENCES BY REASON FY13



Percent Distribution of Absence by Reason - System Wide For FY11, FY12 & FY13



**LEXINGTON PUBLIC SCHOOLS
TEACHER INDUCTION PROGRAM FY14**

	Number of teachers assigned to Better Beginnings	Number of teachers assigned to Skillful Teacher	Number of teachers assigned a mentor	Number of teachers assigned a content-coach	Total number of trained mentors/content-coaches	Number of teachers currently enrolled in the FY14 Mentor/Coach Institute
Number	28	56	31	55	168	30