

**West Lafayette Community School Corporation**  
**Certified Staff Report**  
**2015-2020**

**What certified staff data is available to the public?**

- Available through IDOE's [INVIEW website](#), IDOE provides information about the number of full-time certified staff for the West Lafayette Community School Corporation (WLCSC). This site is currently updated by IDOE for the 2018-19 school year.
  - According to the INVIEW site for 2018-19, WLCSC experience levels are as follows:
    - 56.9% of staff with over 10 years of experience
    - 18% of staff have 6-10 years of experience
    - 25.2% have 0-5 years of experience
  - In 2018-19, certified staff ratings according to the WLCSC Certified Staff Evaluation Plan were as follows:
    - 82.1 % of certified staff were rated Highly Effective
    - 17.3% were rated Effective
    - Only 1 staff member was rated Needs Improvement

**Updated Data from WLCSC**

- Currently, WLCSC employs 172 certified staff members. Experience levels are as follows:
  - 102 staff members with over 10 years of experience – 59.3%
  - 39 staff members with 6-10 years of experience – 22.6%
  - 30 staff with 0- 5 years of experience – 17.4%
- The number of certified staff members who are licensed in their field of instruction are 168. This means that 97.6% of all certified staff are teaching in the licensed content area they are teaching. Additionally, the remaining teachers are either licensed in other content areas and working towards licensure in their content area of instruction or possess a Ph.D. in the area of instruction.
- In 2019-20, certified staff ratings according to the WLCSC Certified Staff Evaluation Plan were as follows:
  - 79.6% of certified staff were rated Highly Effective
  - 20.3% were rated Effective
  - No staff were rated Needs Improvement

**Certified Staff Exit Surveys 2018-19 and 2019-20**

- Voluntary exit surveys were conducted with certified staff in 2018-19 and 2019-20. The data includes five respondents from West Lafayette Jr./Sr. High School and five respondents from West Lafayette Intermediate School. Anecdotal data was also gathered from exiting certified employees through the survey, conversations with exiting employees, and administration.
- Certified Staff Exit data is provided in the chart below. This information was compiled using a variety of methods including the voluntary exit surveys, conversations with exiting employees and administrators, communications received from the exiting employee, etc.

## Certified Staff Exit Data by Year

*\*includes certified administrators*

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<b>Total Number of Certified Staff</b>	164	165	168	167	169
<b>Total Number of Cert. Staff Exited</b>	17	15	15	23	11
<b>*Rate of Retention</b>	89.6%	90.9%	91%	86.2%	93.4%
<b>Reasons for Exit</b>					
<b>Retirement</b>	5	3	4	5	5
<b>Relocation</b>	4	5	2	6	1
<b>Resigned</b>	3	1	3	3	1
<b>Personal and/or family reasons</b>	2	5	3	2	1
<b>Long commute</b>	1	0	2	2	1
<b>Transition to industry</b>	1	1	0	1	1
<b>Further education</b>	0	0	0	1	0
<b>Admin. position outside WLCSC</b>	0	0	0	1	1
<b>Temporary position</b>	1	0	0	1	0
<b>Contract not renewed</b>	0	0	0	1	0
<b>Passed Away</b>	0	0	1	0	0

### **\*Notes about Certified Staff Retention**

WLCSC is currently at an average retention rate of about 90% over the last 5 years. WLCSC makes every effort to offer a competitive starting salary, excellent benefits, and professional development opportunities to all teachers. However, WLCSC is aware that teacher retention is a significant challenge, and one that continually deserves our careful and ongoing consideration.

WLCSC retention rates are calculated as follows:

$$\frac{\text{the total number of certified staff employed} - \text{the number of certified staff who exited}}{\text{the total number of certified staff employed}}$$

Certain circumstances may need to be taken into consideration when looking at the retention rates listed above. *For example: A teacher retired from full-time teaching at the end of 2017, but then was rehired the very next year to teach part-time.* Other such circumstances are considered by administrators when looking at teacher retention.

Below are some resources regarding retention rates for K-12 education.

[Learning Policy Institute 2017](#)   [WRTV 2016 Report](#)   [Fox 59 Teacher and Student Retention Uncertain 2020](#)