

Hotline

Rock Hill School District Three of York County ~ 660 North Anderson Road ~
Rock Hill, SC 29730 ~ Telephone 803-981-1000 ~ Fax 803-981-1094

To: Members of the Board of Trustees

From: Kelly Pew

C: Cabinet

Date: December 1, 2016

The following items have been included for your information:

Reminders: **Friday, December 2, 2016**

Community School Visits

York Road – 8:30 a.m.

Finley Road – 10:00 a.m.

Monday, December 12, 2016

Work Session – 6:00 p.m. (*Board Room*)

Business Meeting – 6:30 p.m. (*Board Room*)

Friday, December 16, 2016

Community School Visits

Oakdale Elementary – 8:30 a.m.

Saluda Trail Middle – 10:00 a.m.

December 22 – January 2

Winter Break

(*Staff return January 3; Students return January 5*)

1. **Information:** *Personnel Trends Update for 2016-2017*
2. **Information:** *Superintendent's Event Schedule*



Personnel Department
Phone: 803-981-1024 - Fax: 803-981-1025

Memo

TO: Dr. Kelly Pew

FROM: Dr. Tanya Campbell
Ms. Rebecca Partlow

DATE: November 15, 2016

SUBJECT: Personnel Trends Update for 2016 - 17

Attached is a PowerPoint presentation of trends in Personnel in the district for the past 8 years, inclusive of this year. We are providing this to you and the Board in lieu of giving a formal presentation at a business meeting.

If you or the Board have questions, please let us know. Thank you.

Attachment



Personnel Update and Trends for 2016 – 2017

Dr. Tanya Campbell, Chief Personnel Officer

Rebecca B. Partlow, Chief Personnel Officer/Consultant

October 21, 2016





Current Employees for 2016-17

There are **2243** regular part-time and full-time employees in the district. **1617** (72%) are **white** and **626** (28%) are **minority**. **1777** (79%) are **female** and **466** (21%) are **male**.

143 (6%) are **administrative**
(26% minority and 74% white)
(43% male and 57% female)

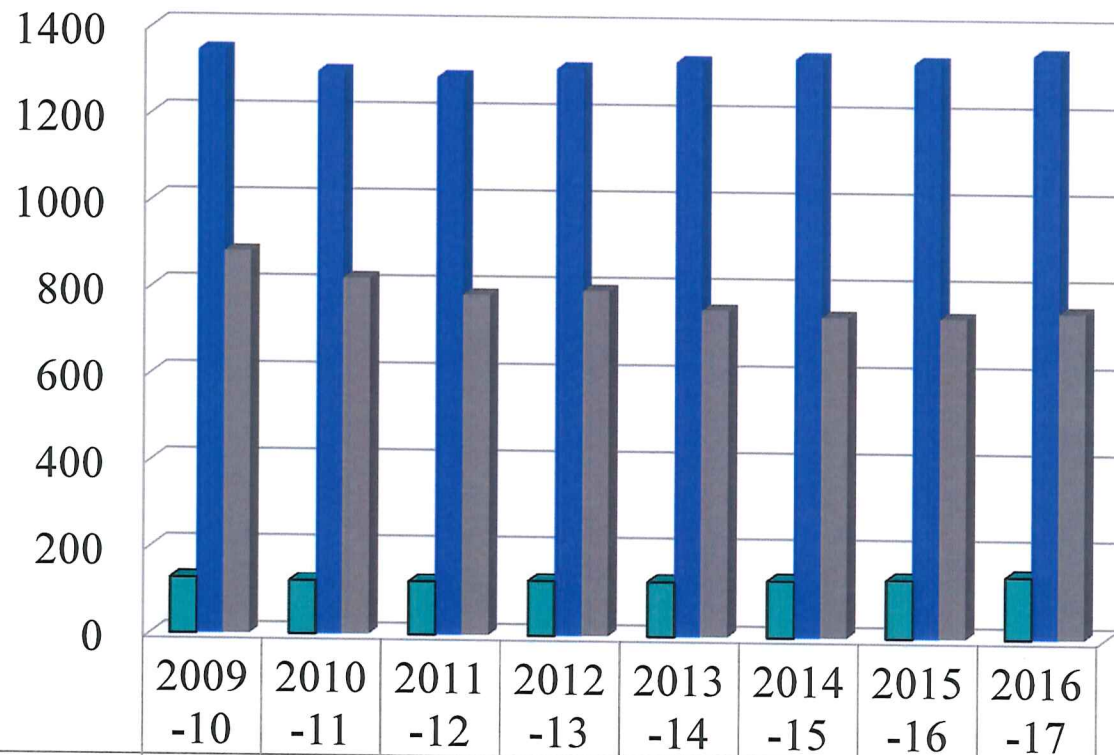
1347 (60%) are **certified**
(20% minority and 80% white)
(18% male and 82% female)

753 (34%) are **support**
(43% minority and 57% white)
(22% male and 78% female)

The **average age** of Rock Hill Schools' full-time and part-time employees is **44.4**.

8-Year Trend Data

Administrative, Certified, and Support Staff

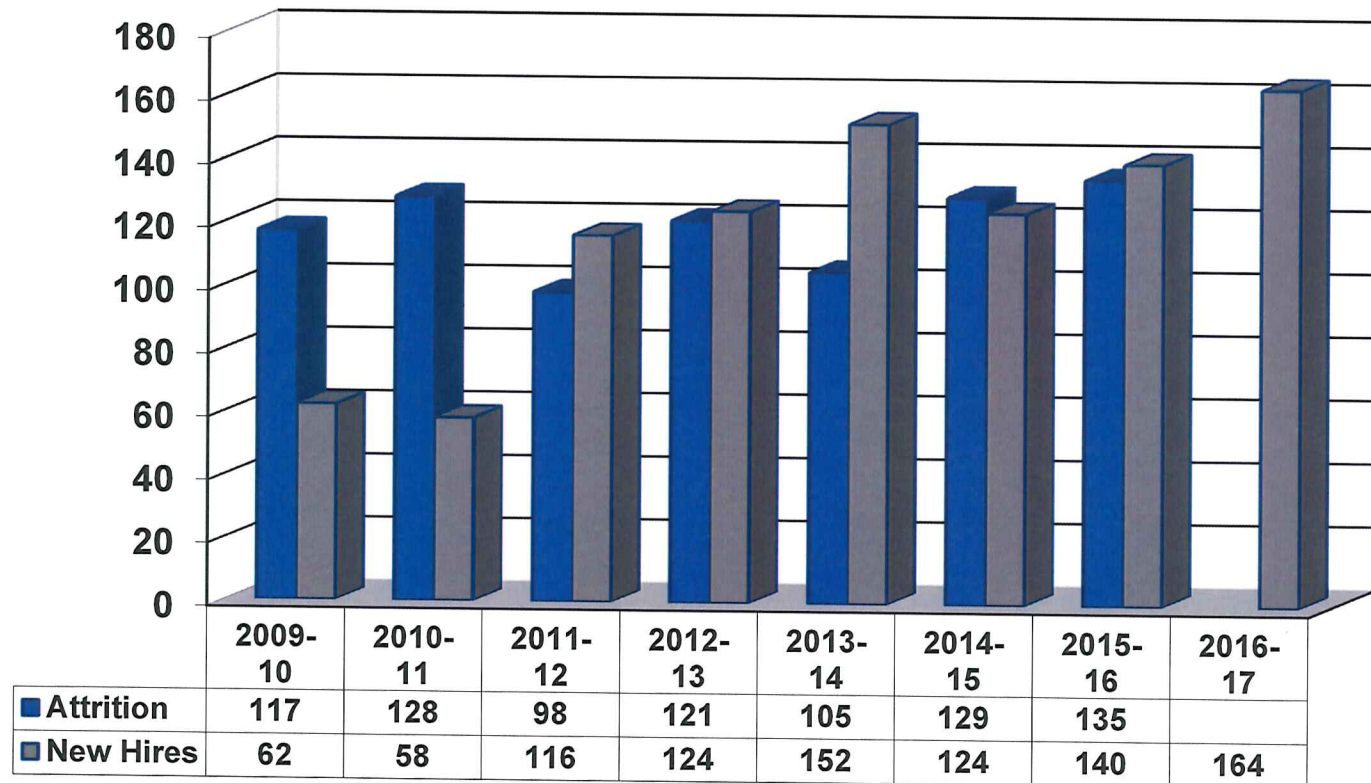


■ Administrative	128	123	122	126	127	131	135	143
■ Certified	1347	1298	1287	1308	1326	1336	1328	1347
■ Support	883	822	785	796	754	740	739	753

8-Year Trend Data

Attrition vs. New Hires of All Teachers

**Attrition will not be noted until the end of the current school year.*

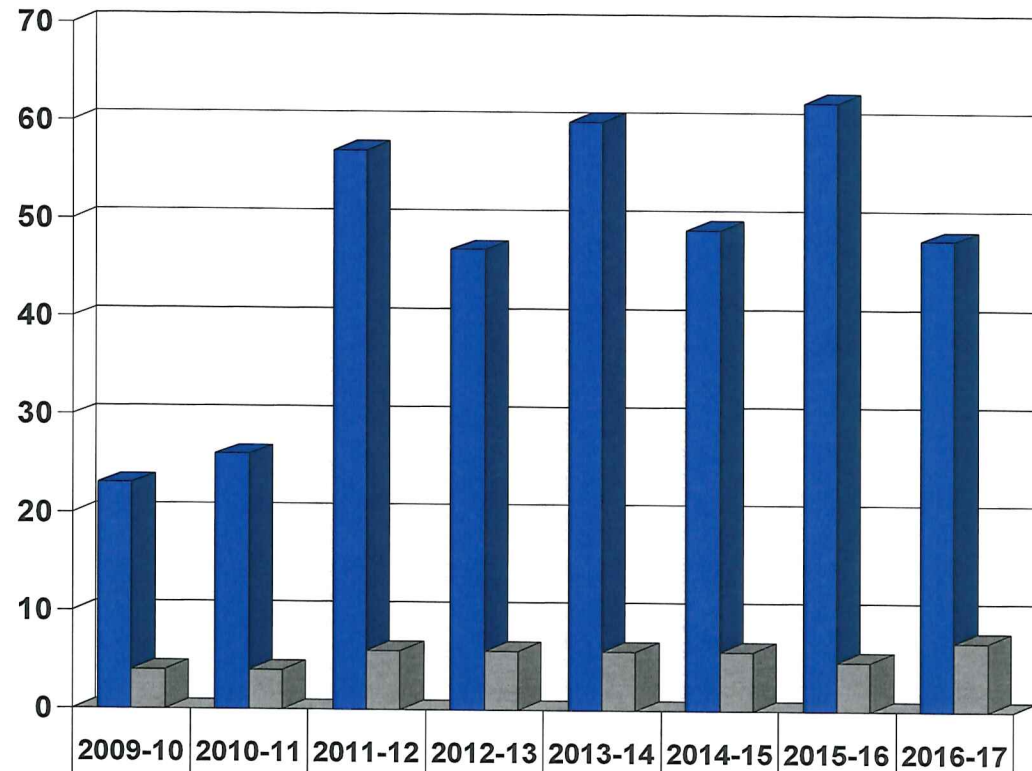




8-year Trend Data

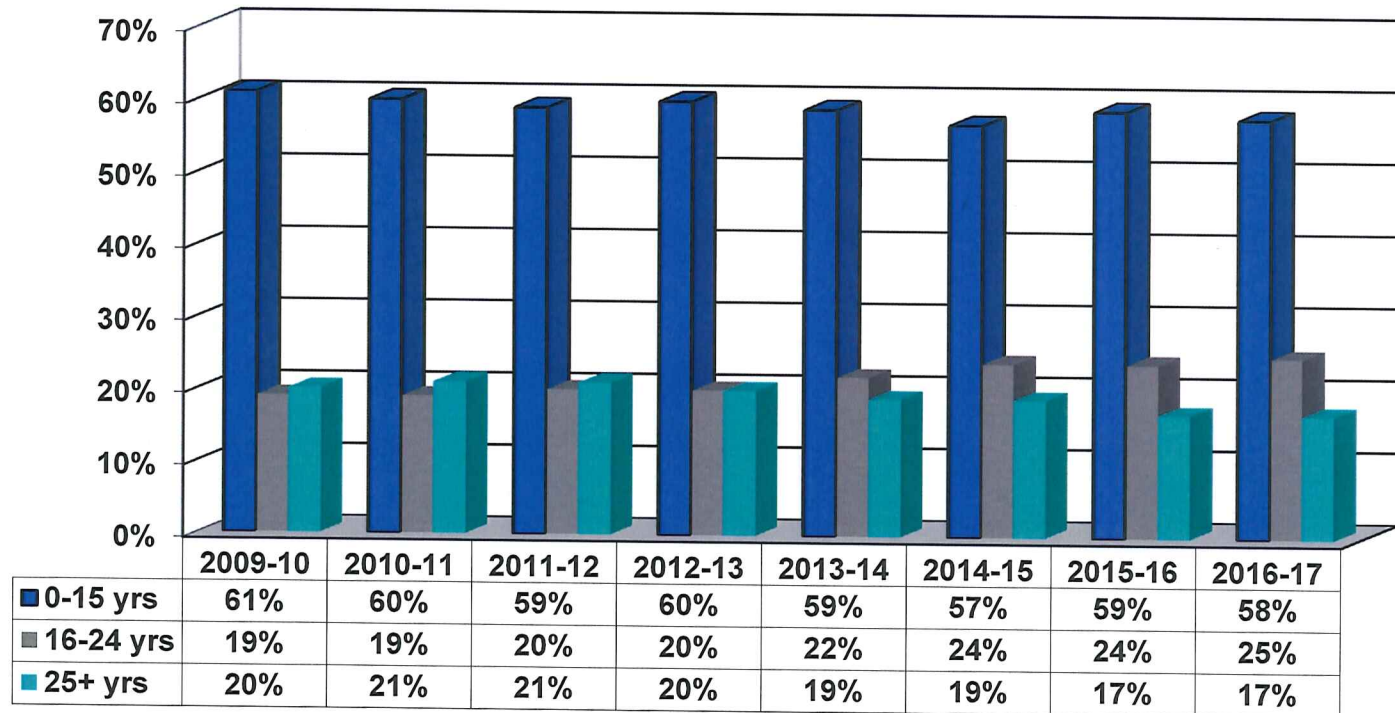
Hiring and Attrition of 1st-year Teachers

**Attrition shows those who left at the end of the previous year.*



■ 1st-year New Hires	23	26	57	47	60	49	62	48
■ Attrition of 1st-year Tchrs	4	4	6	6	6	6	5	7

8-Year Trend Data Percent of Certified Staff by Years of Experience



Synopsis of Trends for 2016-17

■ Trend 1: Staff Numbers

- Administrative and certified staff *increased* this year after a *slight dip in certified last year*.
- Classified/non-certified staff *increased for the first time in 3 years*.

■ Trend 2: New Hires and Attrition

- New hires *increased* for the *2nd year in a row*, an increase of *17%*.
- Attrition *increased* for the *2nd year in a row*, fortunately by *only 4%*.

■ Trend 3: 1st-year Teacher New Hires and Attrition

- First-year teacher new hires *decreased by 29% over the previous year, which had been a record high for 7 years*.
- Attrition of first-year teachers *increased by 29% to its highest in 8 years*.

Synopsis of Trends for 2016-17 (cont.)

■ Trend 4: Degree Levels of Certified Staff

- Degree levels have *remained constant* for the *past 6 years*. *34%* of certified staff have a *Bachelor's or Bachelor's +18* while *66%* have a *Master's or higher* degree.

■ Trend 5: Years of Experience of Certified Staff

- The number of teachers with 0-15 years of experience *decreased slightly* to *58%*.
- The number of teachers with 16-24 years of experience *increased slightly to 25%, the highest rate in 8 years*.
- The number of teachers with 25+ years of experience *remained constant for the second year in a row at 17%, one of the lowest in 8 years*.
- The number of teachers with fewer than 25 years of experience is *growing* while those with 25+ years is *decreasing* as expected with retirement of Baby Boomers and TERI closing in two years.

[illegible]