

**West Lafayette Community School Corporation
Certified Staff Report
2015-2021**

What certified staff data is available to the public?

- Available through the [INVIEW website](#), IDOE provides information about certified staff for the West Lafayette Community School Corporation (WLCSC). This website has been recently updated by IDOE for the 2019-20 school year. WLCSC has provided tentative data for 2020-21 (complete data will be provided by IDOE once the 2020-21 school year is complete). Certified staff data is reported to IDOE through the DOE-CE report twice a year at the conclusion of each semester.

2020-21	2019-20 <i>(currently on INview)</i>	2018-19
170 certified staff members <i>(includes full-time and part-time)</i>	168 full-time certified staff members	171 certified staff members <i>(includes full-time and part-time)</i>
Years of Experience <ul style="list-style-type: none"> 60.5% with over 10 yrs 22.3% 6-10 yrs 17.1% with 0-5 yrs 	Years of Experience <ul style="list-style-type: none"> 59.6% with over 10 yrs 19.6% with 6-10 yrs 20.8% with 0-5 yrs 	Years of Experience <ul style="list-style-type: none"> 56.9% with over 10 yrs 18% 6-10 yrs 25.2% 0-5 yrs
Staff Evaluations Data not yet available for 2020-21	Staff Evaluations <ul style="list-style-type: none"> 79.6% of certified staff were rated Highly Effective 20.4% were rated Effective No staff were rated Needs Improvement or Ineffective 	Staff Evaluations <ul style="list-style-type: none"> 82.1 % of certified staff were rated Highly Effective 17.3% were rated Effective Only 1 staff member was rated Needs Improvement

Certified Staff Licenses

- Currently, 167 certified staff members are licensed in their field of instruction. This means that 98.2% 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 and/or possess a Ph.D. in the area of instruction.

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>
Total Number of Certified Staff	164	165	168	167	169
Total Number of Cert. Staff Exited	17	15	15	23	11
*Rate of Retention	89.6%	90.9%	91%	86.2%	93.4%
Reasons for Exit					
Retirement	5	3	4	5	5
Relocation	4	5	2	6	1
Resigned	3	1	3	3	1
Personal and/or family reasons	2	5	3	2	1
Long commute	1	0	2	2	1
Transition to industry	1	1	0	1	1
Further education	0	0	0	1	0
Admin. position outside WLCSC	0	0	0	1	1
Temporary position	1	0	0	1	0
Contract not renewed	0	0	0	1	0
Passed Away	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](#)

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