

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

November 18, 2020

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools

Subject: Retention Rates for Minority Teachers Hired in 2020 (09-10-20-01-A)

During the Opening Schools in Recovery of Education—Update discussion, Board members requested the following information:

Question A

Ms. Wolff requested information regarding the retention rates for the minority teachers hired in 2020.

Response

Employee retention has been a focus area in which staff in the Office of Human Resources and Development has been engaged through the Reimagination of the Office of Human Resources and Development Work Groups. Managing for employee retention involves strategic actions to keep employees motivated and focused so they elect to remain employed and fully productive for the benefit of our school district.

While attrition is a natural part of an organization, we want to ensure that we have strategies in place to retain our employees and seek to understand why some employees choose to leave Montgomery County Public Schools. Building out our off-boarding processes and implementing an exit interview and/or survey collection process will enable us to better understand this issue.

The requested Montgomery County Education Association data is attached for your review (Attachment A). In addition, we also have included the five-year review of turnover data for the three other employee associations: the Montgomery County Business and Operations Administrators (Attachment B), the Service Employees International Union, Local 500 (Attachment C), and the Montgomery County Association of Administrators and Principals (Attachment D), for your reference.

If you have any questions, please contact Dr. Helen A. Nixon, associate superintendent of Human Resources and Development, via e-mail.

JRS:MBM:HAN:pbr

Attachments

Copy to:
Executive Staff
Ms. Webb

Retention And Turnover in Last 5 Years MCEA (10 Month)

Fiscal Year ¹	Total Number of MCEA	TURNOVER						TURNOVER RATE		RETENTION RATE
		Retirements		Terminations		Promotions & Transfers		Count	%	
		Count	%	Count	%	Count	%			
2019	13,142	278	2.12%	545	4.15%	61	0.46%	884	6.73%	93.27%
American Indian or Alaskan Native	23	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Asian	795	5	0.63%	36	4.53%	8	1.01%	49	6.16%	93.84%
Black or African American	1,606	25	1.56%	79	4.92%	22	1.37%	126	7.85%	92.15%
Hispanic	930	12	1.29%	43	4.62%	5	0.54%	60	6.45%	93.55%
Native Hawaiian or Pacific Islander	7	0	0.00%	0	0.00%	1	14.29%	1	14.29%	85.71%
Two or More	206	3	1.46%	13	6.31%	0	0.00%	16	7.77%	92.23%
White	9,575	233	2.43%	374	3.91%	25	0.26%	632	6.60%	93.40%
2018	13,001	259	1.99%	524	4.03%	71	0.55%	854	6.57%	93.43%
American Indian or Alaskan Native	19	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Asian	748	2	0.27%	30	4.01%	1	0.13%	33	4.41%	95.59%
Black or African American	1578	23	1.46%	74	4.69%	17	1.08%	114	7.22%	92.78%
Hispanic	850	13	1.53%	38	4.47%	10	1.18%	61	7.18%	92.82%
Native Hawaiian or Pacific Islander	6	0	0.00%	1	16.67%	0	0.00%	1	16.67%	83.33%
Two or More	203	2	0.99%	12	5.91%	3	1.48%	17	8.37%	91.63%
White	9597	219	2.28%	369	3.84%	40	0.42%	628	6.54%	93.46%
2017	12,753	284	2.23%	550	4.31%	69	0.54%	903	7.08%	92.92%
American Indian or Alaskan Native	21	0	0.00%	2	9.52%	1	4.76%	3	14.29%	85.71%
Asian	722	5	0.69%	33	4.57%	5	0.69%	43	5.96%	94.04%
Black or African American	1526	29	1.90%	67	4.39%	20	1.31%	116	7.60%	92.40%
Hispanic	804	9	1.12%	40	4.98%	7	0.87%	56	6.97%	93.03%
Native Hawaiian or Pacific Islander	5	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Two or More	189	5	2.65%	12	6.35%	0	0.00%	17	8.99%	91.01%
White	9486	236	2.49%	396	4.17%	36	0.38%	668	7.04%	92.96%
2016	12,304	309	2.51%	430	3.49%	104	0.85%	843	6.85%	93.15%
American Indian or Alaskan Native	22	2	9.09%	0	0.00%	0	0.00%	2	9.09%	90.91%
Asian	677	11	1.62%	33	4.87%	7	1.03%	51	7.53%	92.47%
Black or African American	1421	27	1.90%	43	3.03%	25	1.76%	95	6.69%	93.31%
Hispanic	726	5	0.69%	33	4.55%	3	0.41%	41	5.65%	94.35%

Retention And Turnover in Last 5 Years MCEA (10 Month)

		TURNOVER						TURNOVER		
Native Hawaiian or Pacific Islander	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Two or More	171	6	3.51%	5	2.92%	3	1.75%	14	8.19%	91.81%
White	9286	258	2.78%	316	3.40%	66	0.71%	640	6.89%	93.11%
2015	12,354	284	2.30%	461	3.73%	54	0.44%	799	6.47%	93.53%
American Indian or Alaskan Native	24	1	4.17%	1	4.17%	0	0.00%	2	8.33%	91.67%
Asian	670	8	1.19%	24	3.58%	3	0.45%	35	5.22%	94.78%
Black or African American	1397	29	2.08%	56	4.01%	12	0.86%	97	6.94%	93.06%
Hispanic	689	5	0.73%	22	3.19%	4	0.58%	31	4.50%	95.50%
Native Hawaiian or Pacific Islander	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Two or More	162	1	0.62%	8	4.94%	0	0.00%	9	5.56%	94.44%
White	9411	240	2.55%	350	3.72%	35	0.37%	625	6.64%	93.36%

¹Data captured on Oct. 15 of each Fiscal Year

Retention And Turnover in Last 5 Years MCBOA

Fiscal Year ¹	Total Number of MCBOA	TURNOVER						TURNOVER RATE		RETENTION RATE
		Retirements		Terminations		Promotions & Transfers		Count	%	
		Count	%	Count	%	Count	%			
2019	96	5	5.21%	4	4.17%	3	3.13%	12	12.50%	87.50%
American Indian or Alaskan Native	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Asian	11	0	0.00%	0	0.00%	1	9.09%	1	9.09%	90.91%
Black or African American	18	3	16.67%	1	5.56%	0	0.00%	4	22.22%	77.78%
Hispanic	6	0	0.00%	0	0.00%	1	16.67%	1	16.67%	83.33%
Native Hawaiian or Pacific Islander	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Two or More	1	1	100.00%	0	0.00%	0	0.00%	1	100.00%	0.00%
White	60	1	1.67%	3	5.00%	1	1.67%	5	8.33%	91.67%
2018	94	7	7.45%	2	2.13%	1	1.06%	10	10.64%	89.36%
American Indian or Alaskan Native	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Asian	8	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Black or African American	16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Hispanic	7	0	0.00%	1	14.29%	0	0.00%	1	14.29%	85.71%
Native Hawaiian or Pacific Islander	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Two or More	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
White	62	7	11.29%	1	1.61%	1	1.61%	9	14.52%	85.48%
2017	93	5	5.38%	0	0.00%	1	1.08%	6	6.45%	93.55%
American Indian or Alaskan Native	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Asian	7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Black or African American	15	1	6.67%	0	0.00%	0	0.00%	1	6.67%	93.33%
Hispanic	5	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Native Hawaiian or Pacific Islander	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Two or More	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
White	65	4	6.15%	0	0.00%	1	1.54%	5	7.69%	92.31%
2016	93	5	5.38%	0	0.00%	1	1.08%	6	6.45%	93.55%
American Indian or Alaskan Native	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Asian	7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Black or African American	17	3	17.65%	0	0.00%	0	0.00%	3	17.65%	82.35%
Hispanic	5	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%

Retention And Turnover in Last 5 Years MCBOA

		TURNOVER						TURNOVER		
Native Hawaiian or Pacific Islander	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Two or More	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
White	64	2	3.13%	0	0.00%	1	1.56%	3	4.69%	95.31%
2015	93	6	6.45%	3	3.23%	2	2.15%	11	11.83%	88.17%
American Indian or Alaskan Native	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Asian	7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Black or African American	17	1	5.88%	0	0.00%	0	0.00%	1	5.88%	94.12%
Hispanic	5	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Native Hawaiian or Pacific Islander	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Two or More	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
White	64	5	7.81%	3	4.69%	2	3.13%	10	15.63%	84.38%

¹Data captured on Oct. 15 of each Fiscal Year

Retention And Turnover in Last 5 Years

SEIU

Fiscal Year ¹	Total Number of SEIU	TURNOVER						TURNOVER RATE		RETENTION RATE
		Retirements		Terminations		Promotions & Transfers		Count	%	
		Count	%	Count	%	Count	%			
2019	9,585	312	3.26%	479	5.00%	76	0.79%	867	9.05%	90.95%
American Indian or Alaskan Native	26	2	7.69%	2	7.69%	0	0.00%	4	15.38%	84.62%
Asian	1,179	26	2.21%	35	2.97%	5	0.42%	66	5.60%	94.40%
Black or African American	2,440	77	3.16%	176	7.21%	16	0.66%	269	11.02%	88.98%
Hispanic	2,152	34	1.58%	111	5.16%	13	0.60%	158	7.34%	92.66%
Native Hawaiian or Pacific Islander	9	1	11.11%	0	0.00%	0	0.00%	1	11.11%	88.89%
Two or More	117	0	0.00%	14	11.97%	0	0.00%	14	11.97%	88.03%
White	3,662	172	4.70%	141	3.85%	42	1.15%	355	9.69%	90.31%
2018	9,367	304	3.25%	407	4.35%	66	0.70%	777	8.30%	91.70%
American Indian or Alaskan Native	27	1	3.70%	2	7.41%	1	3.70%	4	14.81%	85.19%
Asian	1115	41	3.68%	33	2.96%	6	0.54%	80	7.17%	92.83%
Black or African American	2335	68	2.91%	148	6.34%	16	0.69%	232	9.94%	90.06%
Hispanic	2021	27	1.34%	71	3.51%	10	0.49%	108	5.34%	94.66%
Native Hawaiian or Pacific Islander	9	0	0.00%	0	0.00%	1	11.11%	1	11.11%	88.89%
Two or More	117	6	5.13%	11	9.40%	1	0.85%	18	15.38%	84.62%
White	3743	161	4.30%	142	3.79%	31	0.83%	334	8.92%	91.08%
2017	9,441	349	3.70%	420	4.45%	69	0.73%	838	8.88%	91.12%
American Indian or Alaskan Native	27	0	0.00%	1	3.70%	0	0.00%	1	3.70%	96.30%
Asian	1091	38	3.48%	29	2.66%	4	0.37%	71	6.51%	93.49%
Black or African American	2332	64	2.74%	144	6.17%	14	0.60%	222	9.52%	90.48%
Hispanic	1926	25	1.30%	69	3.58%	11	0.57%	105	5.45%	94.55%
Native Hawaiian or Pacific Islander	8	0	0.00%	1	12.50%	0	0.00%	0	0.00%	100.00%
Two or More	112	3	2.68%	6	5.36%	0	0.00%	9	8.04%	91.96%
White	3945	219	5.55%	170	4.31%	40	1.01%	429	10.87%	89.13%
2016	9,288	341	3.67%	332	3.57%	74	0.80%	747	8.04%	91.96%
American Indian or Alaskan Native	30	2	6.67%	1	3.33%	0	0.00%	3	10.00%	90.00%
Asian	1068	26	2.43%	24	2.25%	8	0.75%	58	5.43%	94.57%
Black or African American	2269	75	3.31%	114	5.02%	10	0.44%	199	8.77%	91.23%
Hispanic	1786	31	1.74%	56	3.14%	11	0.62%	98	5.49%	94.51%

Retention And Turnover in Last 5 Years SEIU

		TURNOVER						TURNOVER		
Native Hawaiian or Pacific Islander	9	0	0.00%	0	0.00%	1	11.11%	1	11.11%	88.89%
Two or More	106	1	0.94%	6	5.66%	1	0.94%	8	7.55%	92.45%
White	4020	206	5.12%	131	3.26%	43	1.07%	380	9.45%	90.55%
2015	9,430	298	3.16%	352	3.73%	54	0.57%	704	7.47%	92.53%
American Indian or Alaskan Native	30	2	6.67%	1	3.33%	0	0.00%	3	10.00%	90.00%
Asian	1065	18	1.69%	33	3.10%	2	0.19%	53	4.98%	95.02%
Black or African American	2290	61	2.66%	109	4.76%	12	0.52%	182	7.95%	92.05%
Hispanic	1752	36	2.05%	61	3.48%	2	0.11%	99	5.65%	94.35%
Native Hawaiian or Pacific Islander	7	0	0.00%	1	14.29%	0	0.00%	1	14.29%	85.71%
Two or More	103	0	0.00%	6	5.83%	0	0.00%	6	5.83%	94.17%
White	4183	181	4.33%	141	3.37%	38	0.91%	360	8.61%	91.39%

¹Data captured on Oct. 15 of each Fiscal Year

Retention And Turnover in Last 5 Years MCAAP

Fiscal Year ¹	Total Number of MCAAP	TURNOVER						TURNOVER RATE		RETENTION RATE
		Retirements		Terminations		Promotions & Transfers		Count	%	
		Count	%	Count	%	Count	%			
2019	729	21	2.88%	14	1.92%	8	1.10%	43	5.90%	94.10%
American Indian or Alaskan Native	4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Asian	38	1	2.63%	0	0.00%	0	0.00%	1	2.63%	97.37%
Black or African American	241	2	0.83%	8	3.32%	1	0.41%	11	4.56%	95.44%
Hispanic	40	2	5.00%	0	0.00%	1	2.50%	3	7.50%	92.50%
Native Hawaiian or Pacific Islander	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Two or More	13	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
White	392	16	4.08%	6	1.53%	6	1.53%	28	7.14%	92.86%
2018	734	36	4.90%	15	2.04%	14	1.91%	65	8.86%	91.14%
American Indian or Alaskan Native	3	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Asian	40	1	2.50%	0	0.00%	1	2.50%	2	5.00%	95.00%
Black or African American	248	11	4.44%	6	2.42%	3	1.21%	20	8.06%	91.94%
Hispanic	39	0	0.00%	3	7.69%	0	0.00%	3	7.69%	92.31%
Native Hawaiian or Pacific Islander	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Two or More	9	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
White	394	24	6.09%	6	1.52%	10	2.54%	40	10.15%	89.85%
2017	719	34	4.73%	14	1.95%	9	1.25%	57	7.93%	92.07%
American Indian or Alaskan Native	2	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Asian	35	3	8.57%	0	0.00%	0	0.00%	3	8.57%	91.43%
Black or African American	244	7	2.87%	4	1.64%	3	1.23%	14	5.74%	94.26%
Hispanic	32	0	0.00%	1	3.13%	1	3.13%	2	6.25%	93.75%
Native Hawaiian or Pacific Islander	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Two or More	9	0	0.00%	1	11.11%	0	0.00%	1	11.11%	88.89%
White	396	24	6.06%	8	2.02%	5	1.26%	37	9.34%	90.66%
2016	699	31	4.43%	26	3.72%	11	1.57%	68	9.73%	90.27%
American Indian or Alaskan Native	3	1	33.33%	0	0.00%	0	0.00%	1	33.33%	66.67%
Asian	33	0	0.00%	0	0.00%	1	3.03%	1	3.03%	96.97%
Black or African American	238	9	3.78%	9	3.78%	3	1.26%	21	8.82%	91.18%

Retention And Turnover in Last 5 Years MCAAP

		TURNOVER						TURNOVER		
Hispanic	36	4	11.11%	3	8.33%	1	2.78%	8	22.22%	77.78%
Native Hawaiian or Pacific Islander	1	0	0.00%	0	0.00%	1	100.00%	1	100.00%	0.00%
Two or More	8	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
White	380	17	4.47%	14	3.68%	5	1.32%	36	9.47%	90.53%
2015	711	30	4.22%	22	3.09%	8	1.13%	60	8.44%	91.56%
American Indian or Alaskan Native	3	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
Asian	32	1	3.13%	1	3.13%	2	6.25%	4	12.50%	87.50%
Black or African American	235	6	2.55%	8	3.40%	1	0.43%	15	6.38%	93.62%
Hispanic	36	2	5.56%	0	0.00%	0	0.00%	2	5.56%	94.44%
Native Hawaiian or Pacific Islander	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
Two or More	10	0	0.00%	0	0.00%	0	0.00%	0	0.00%	100.00%
White	395	21	5.32%	13	3.29%	5	1.27%	39	9.87%	90.13%

¹Data captured on Oct. 15 of each Fiscal Year