

Mission Moberly 2.1.1 Presentation

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Human Resources and Special Programs

Mission Moberly

Strategic Goal 2.0: High Quality Staff

Recruit, attract, develop and retain quality staff to effectively carry out the mission, vision, values, and goals of MPS to meet the needs of each student in every classroom.

Mission Moberly

Priority Focus Area 2.1

Provide a supportive work environment, competitive compensation and benefits packages to encourage staff retention and longevity (i.e. salary, leave, staff child care, housing, scheduling, etc.)

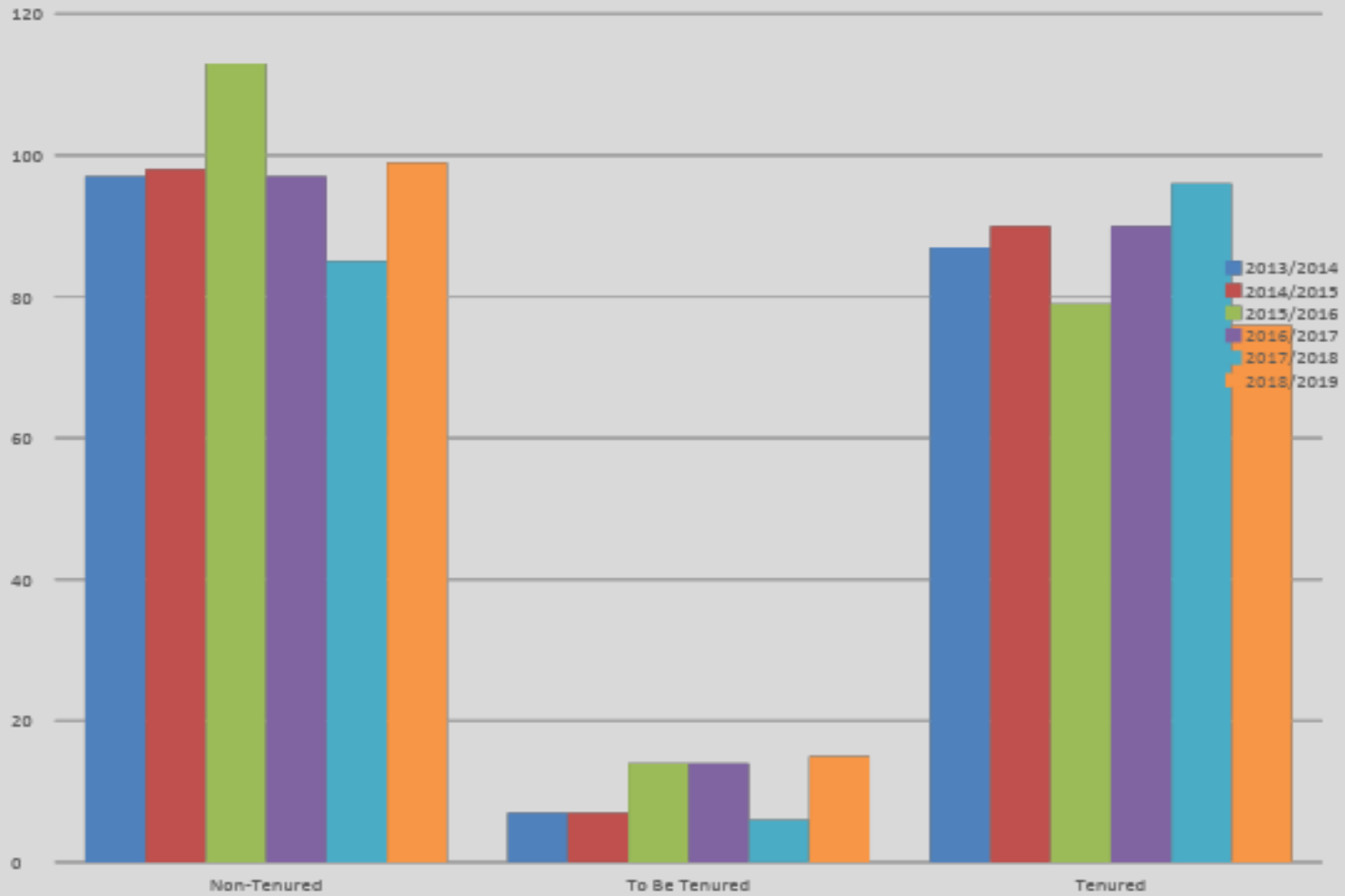
Mission Moberly 2.1.1 Team

Goal and Focus Champion: Mr. Dustin Fanning

Focus Team: Spartan Betterment Committee

Mission Moberly 2.1.1 Team Process

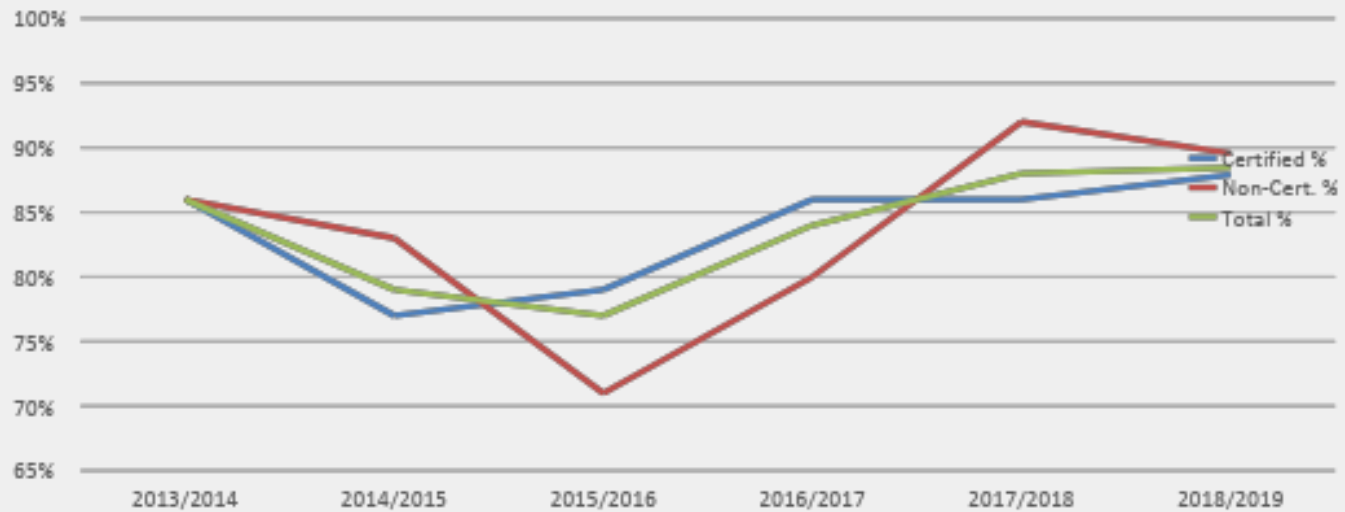
Moberly Teachers and Tenure Status



Moberly School District Exit Surveys 2019



Staff Retention Percentages Trend



Retained Staff			
	Certified %	Non-Cert. %	Total %
2013/2014	86%	86%	86%
2014/2015	77%	83%	79%
2015/2016	79%	71%	77%
2016/2017	86%	80%	84%
2017/2018	86%	92%	88%
2018/2019	88%	90%	88%

Certified Staff Hire/Retention Data

Year	Total Certified Hires	Currently Employed	Percentage
2010-11	31	3	9.7%
2011-12	38	9	23.7%
2012-13	40	12	30.0%
2013-14	21	3	14.3%
2014-15	32	11	34.4%
2015-16	55	27	49.1%
2016-17	31	13	41.9%
2017-18	33	25	75.8%
2018-19	34	26	76.5%
Totals	315	129	41%

Non-Certified Staff Hire/Retention Data

Year	Total Non-Certified Hires	Currently Employed	Percentage
2010-11	20	3	15.0%
2011-12	25	4	16.0%
2012-13	20	10	50.0%
2013-14	23	8	34.8%
2014-15	24	5	20.8%
2015-16	32	16	50%
2016-17	24	18	75%
2017-18	15	11	73.3%
2018-19	17	14	82.4%
Totals	200	89	44.5%

What Strengths do you see in Moberly School District?

(Rank top 5 with 1 being the strongest)

2018 (not ranked, totals)

- High Quality Teachers
- PD/Staff Support
- Quality Curriculum
- Facilities
- High Quality Administrators
- Student Support

2019 (ranked)

- Professional Development/Staff Support
- High Quality Administrators
- Facilities
- High Quality Teachers
- Collaborative & Supportive Environment
- Communication

What suggestions would you have to enable Moberly School District to become a better school district?

(Top 3 answers)

2018

- Better Communication (open surveys during the year)
- Student Opportunities (tailor expectations for students needs, ie: behavioral, academic, etc.)
- Teacher Autonomy and Empowerment

2019

- SPED Classroom & Teacher Support (class size, behavior training)
- More Support Staff, especially in the Special Services classes
- Behavioral Training and More Communication regarding Special Services classes (PD, behavior interventions, observations at other schools)

What is your main reason for leaving?

(Top 3 answers)

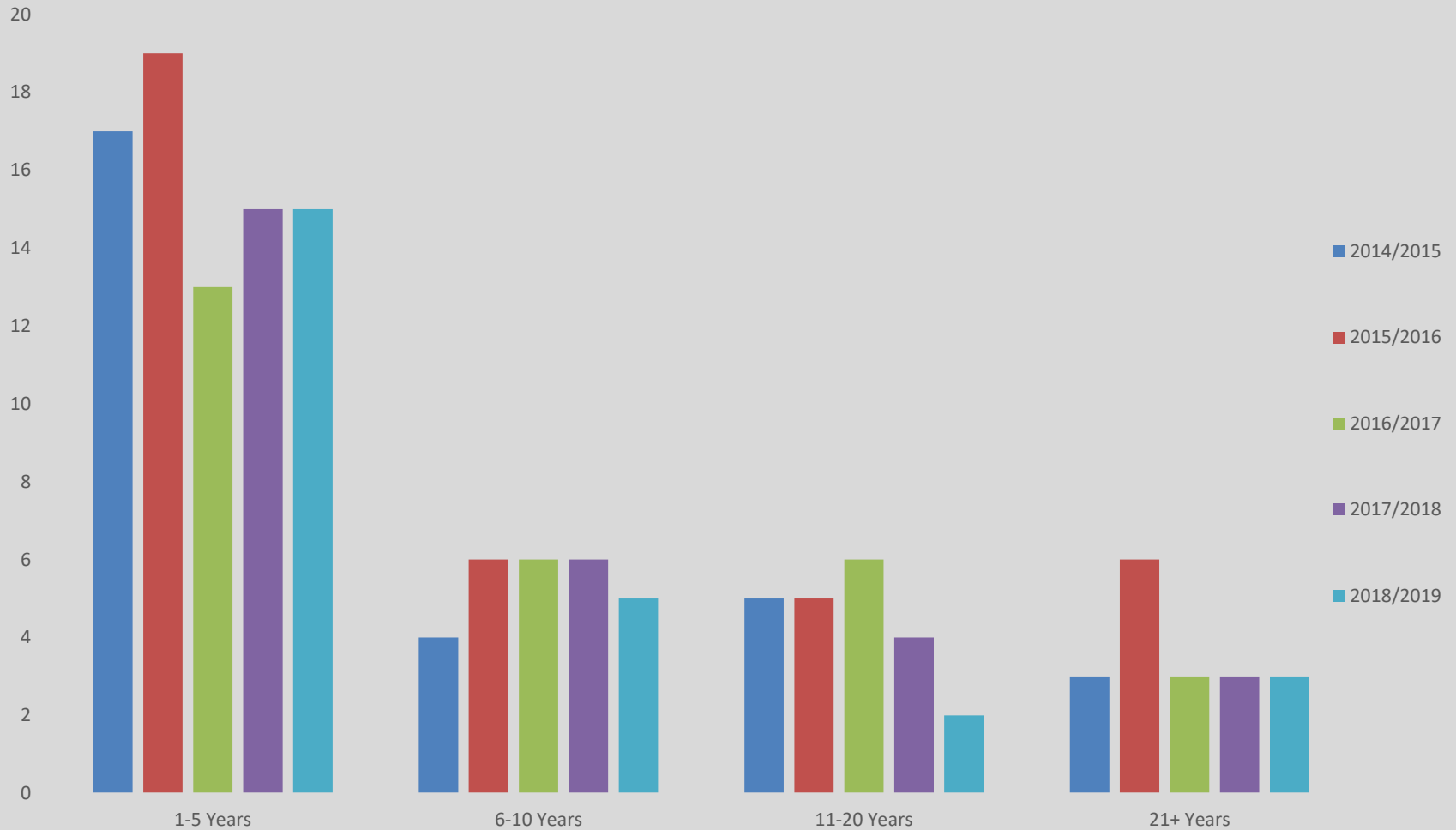
2018

- Family, relocating, return to school
- Better job/pay/benefits/room for advancement
- Work environment

2019

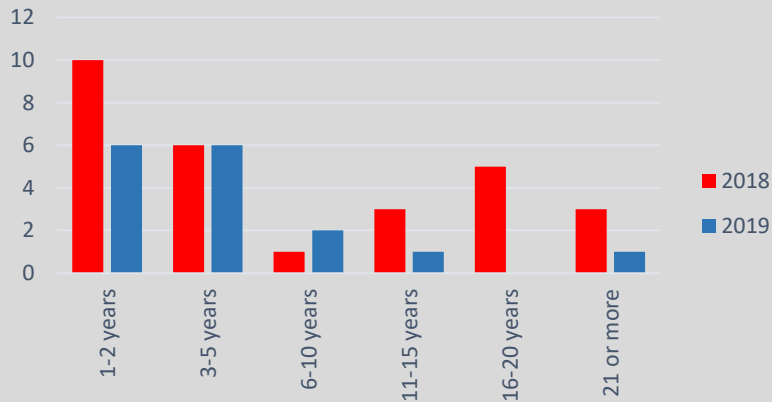
- Family circumstances, relocating
- Better job/pay/benefits/room for advancement
- Health

Total Educational Experience of Teachers Resigning or Retiring

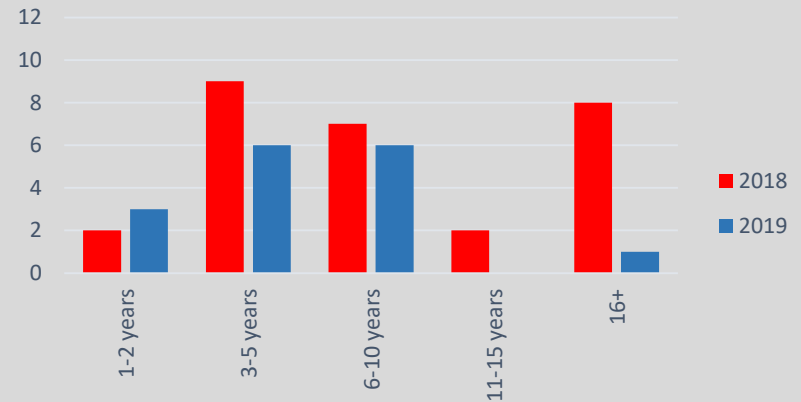


Moberly School District Actual Years Versus Anticipated Years

How many years did you work for the Moberly School District?



How many years did you anticipate staying when you started at MSD?



Mission Moberly 2.1.1 Scorecard

High Quality Staff

2.1.1: Provide a supportive work environment, competitive compensation and benefit packages to encourage staff retention and longevity (i.e. salary, leave, staff child care, housing, scheduling, etc.)

Measures/Indicators		Scoring Guide			
1	District Climate Survey data indicates 87% of MPS staff feel the district provides a supportive working environment	Less than 80% of staff say the district provides a supportive work environment	80-84% of staff say the district provides a supportive work environment	85-89% of staff say the district provides a supportive work environment	90% of staff say the district provides a supportive work environment
2	Compensation & Benefits are competitive with comparable schools (Bachelor minimum, Bachelor Maximum, Masters Minimum, Masters Maximum, Highest salary)	Moberly's Salary is in top half in 1 component	Moberly's salary is in top half of 2 components	Moberly's salary is in top half of at least 3 components	Moberly's salary is in top half of 4 or 5 components
3	Encourage staff retention: Overall teacher retention rate is greater than 86%	Retention rate is below 78%	Retention rate is 78-80%	Retention rate is 81-83%	Retention rate is 84-86%

Missouri Teacher Retention Data

Presented May 2019 by Paul Katnik, Assistant Commissioner, Office of Educator Quality

Reasons why teachers do not return to their position

Pay- 22%
Family Reasons- 20%
Relocation- 13%

#1 Reason why you considered leaving the teaching profession

Pay- 20%
Adm/Leadership- 15%
Support- 13%

Challenges recruiting high quality teachers

Pay- 40%
Low Quality Candidates- 17%
Lack of Candidates- 16%

Challenges retaining high quality teachers

Pay- 38%
Workload- 17%
More Support- 8%

Recommendations for Mission Moberly 2.1.1 2019-2020

- Continue to utilize the exit survey
- Spartan Betterment Committee feedback - Staff Engagement
- Develop a “Grow Your Own” Teacher Preparation Program

Questions?