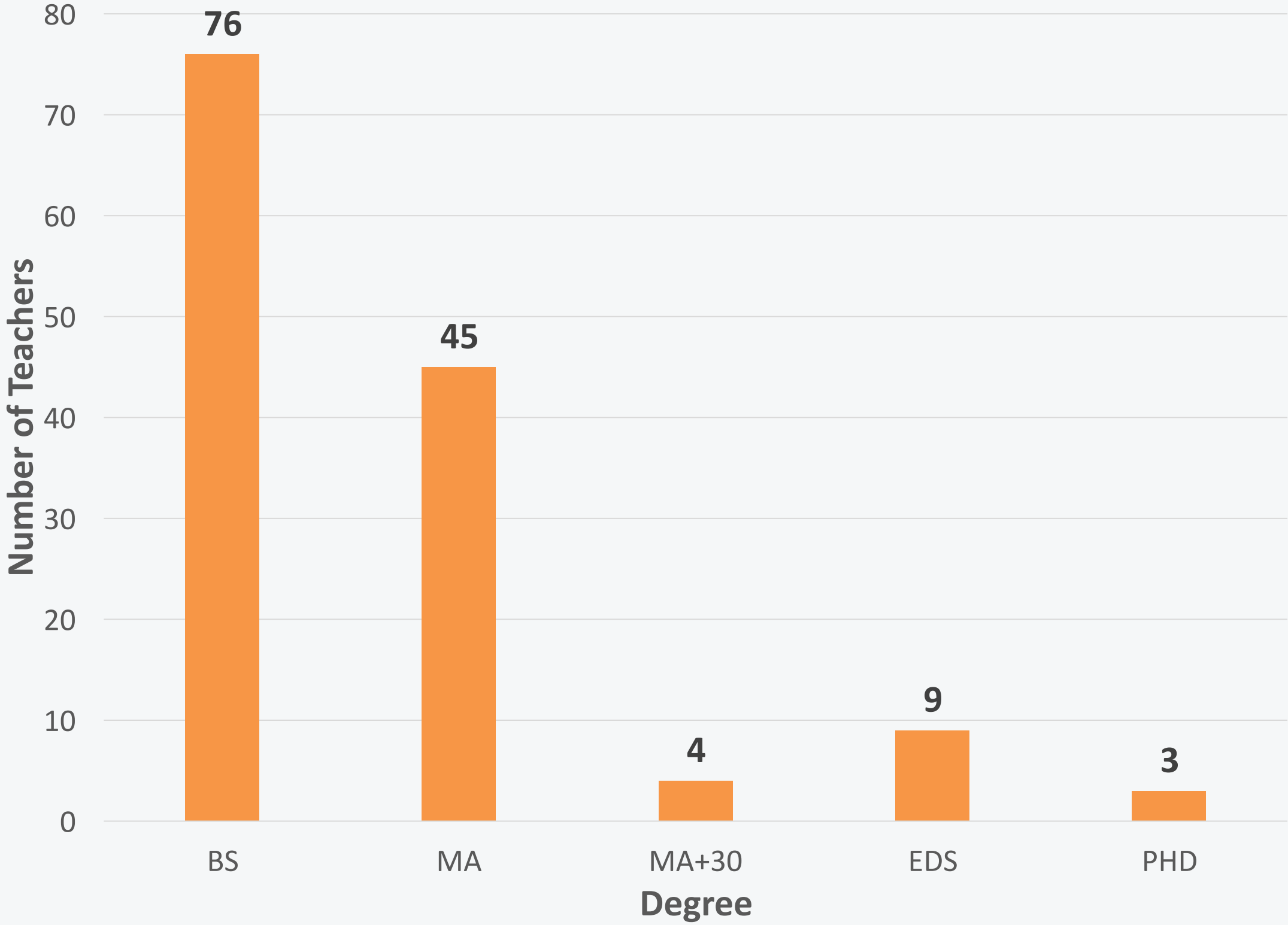


Certified Employee Data

School Year 2024-2025



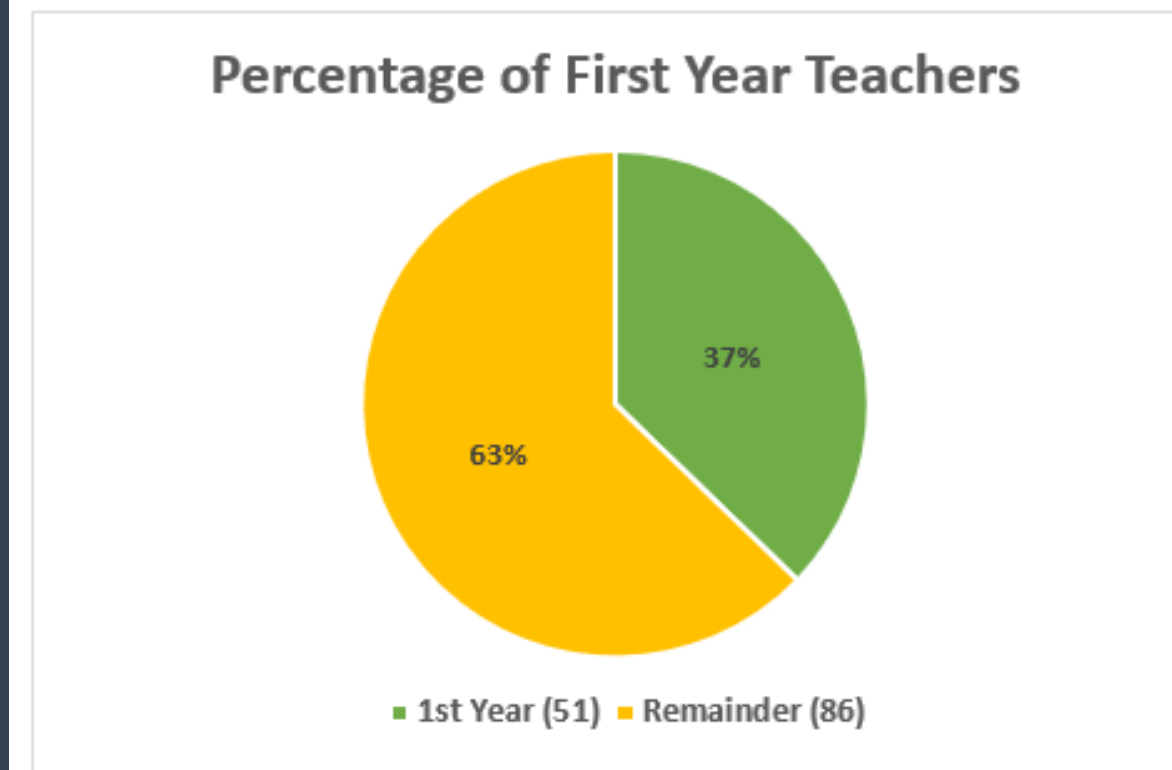
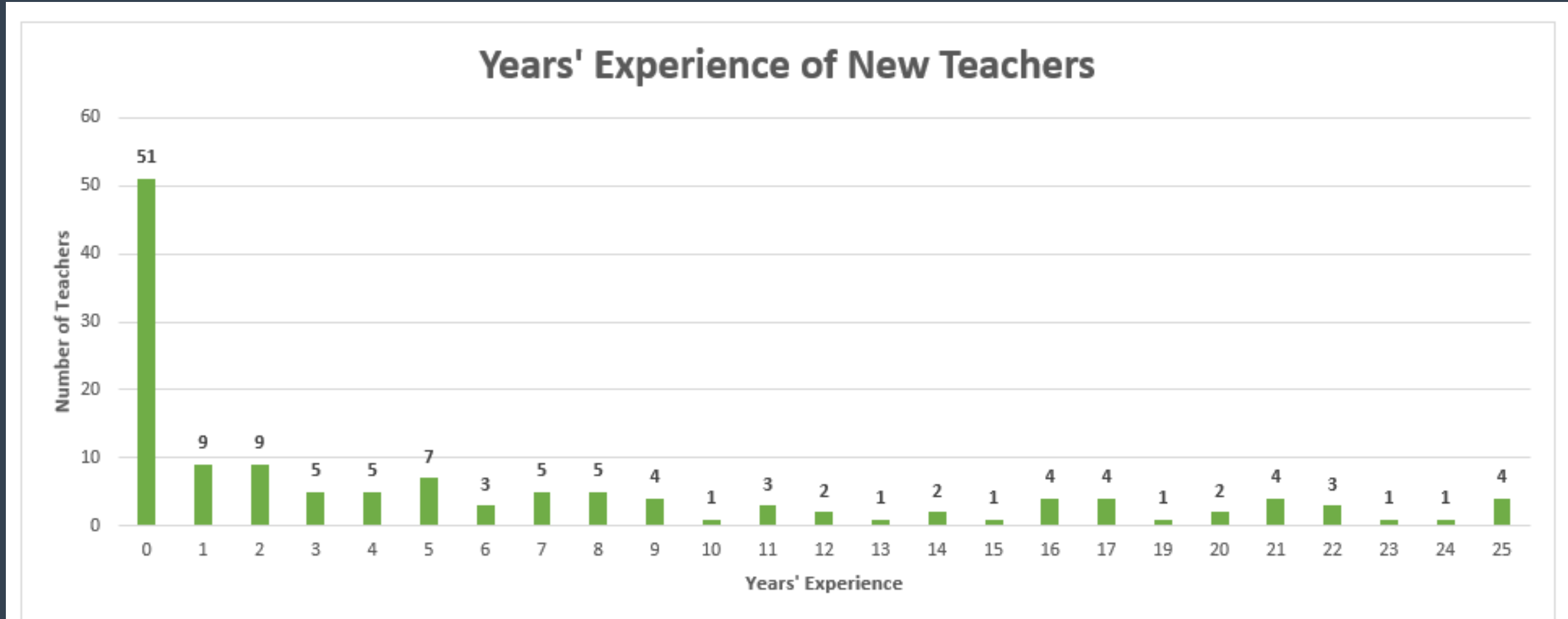
Degree Levels of New Teachers



- **55% Bachelor of Science Degree**
- **45% Advanced Degrees**

Years of Experience

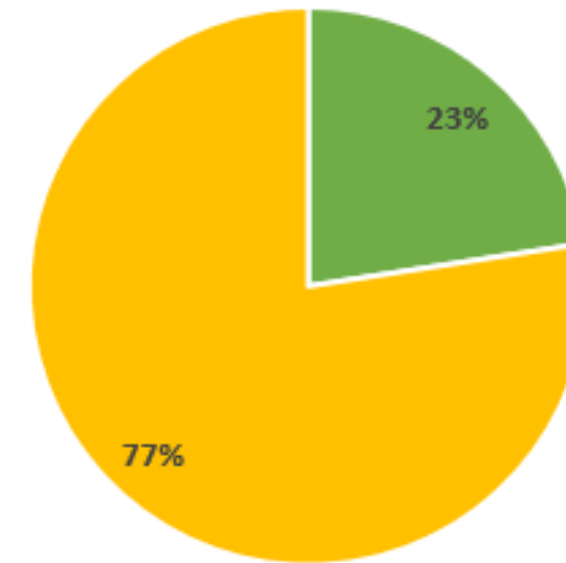
- 63% Experienced Teachers
- 37% First Year Teachers
- 25% Ten Plus Years of Experience



New Hires on Permits

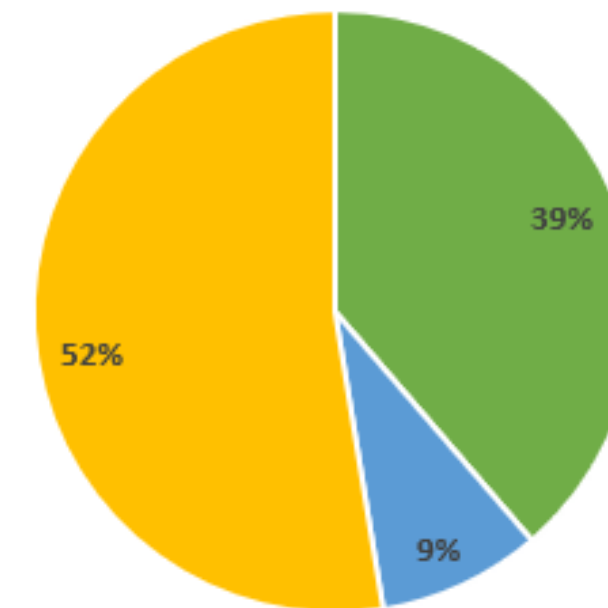
- 30 Teachers with First-Year Permits
- 1/4 of New Hires on First Year Permits
- 103 Licensed New Hires
- 39% Transfers from Local Districts/Agencies
- 9% Out of State Hires

New Hires on Permit



■ Permit (30) ■ Licensed (103)

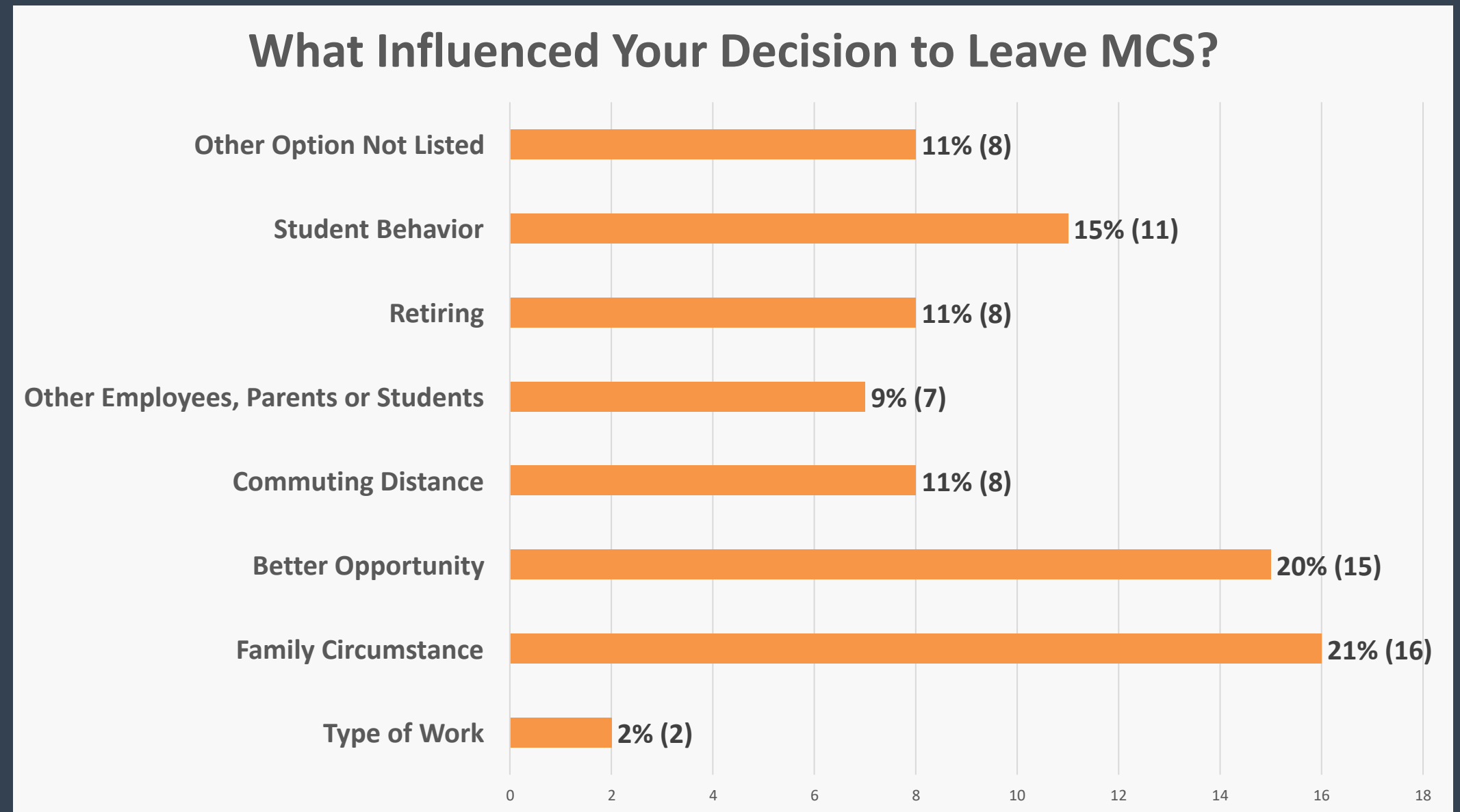
Transfers



■ From Another Local Education Agency ■ From Out of State ■ Non-Transfers

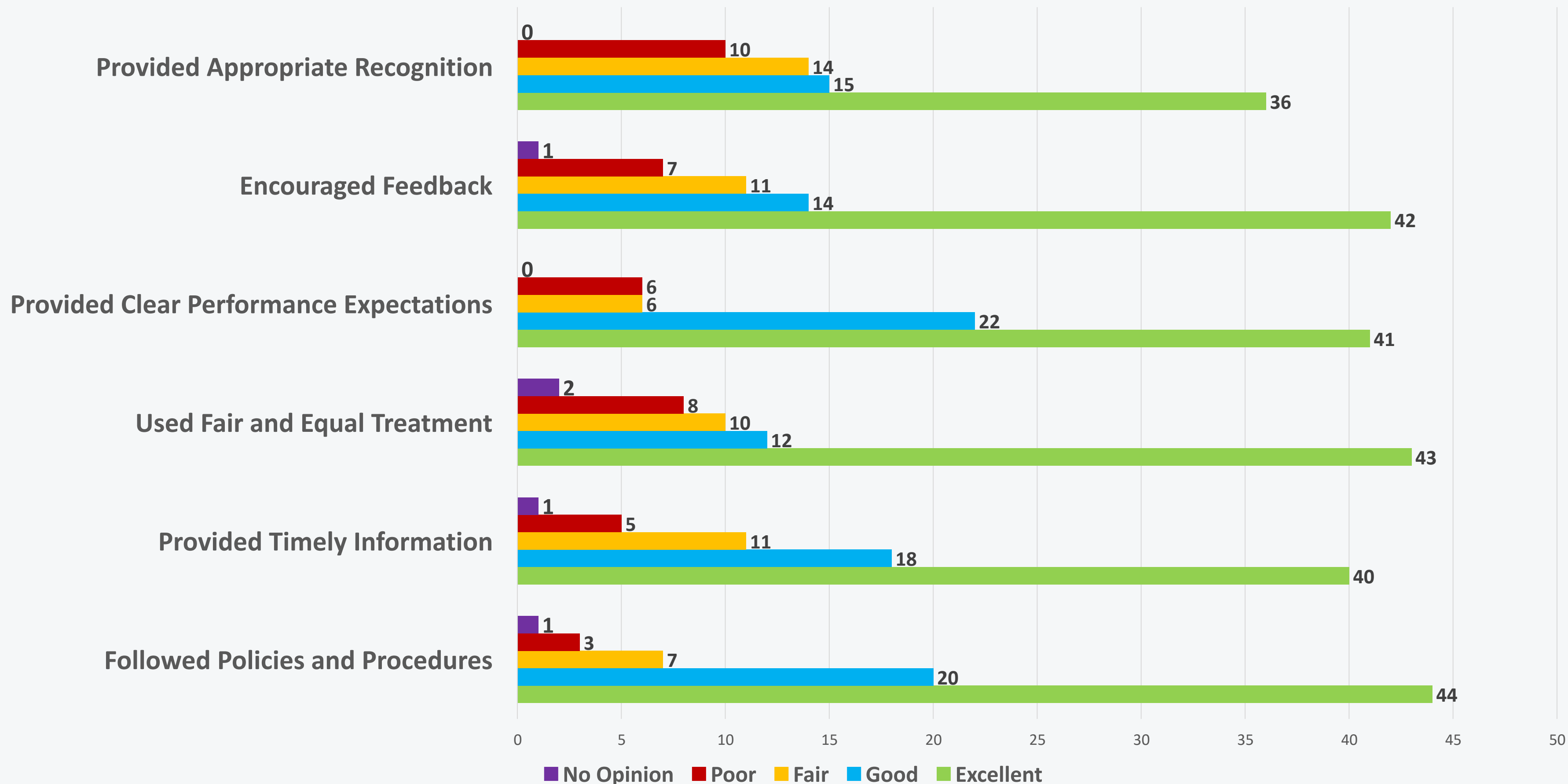
2023-2024 Certified Exit Interviews

Schools Represented	# of Responses
Black Fox	4
Bradley	3
Cason Lane/PreK	9
Discovery	0
Erma Siegel	6
Hobgood	5
John Pittard	11
Mitchell Neilson	3
Northfield	1
Overall Creek	11
Reeves Rogers	5
Salem	6
Scales	8
Central Office/System Wide	3
Did not list location	0

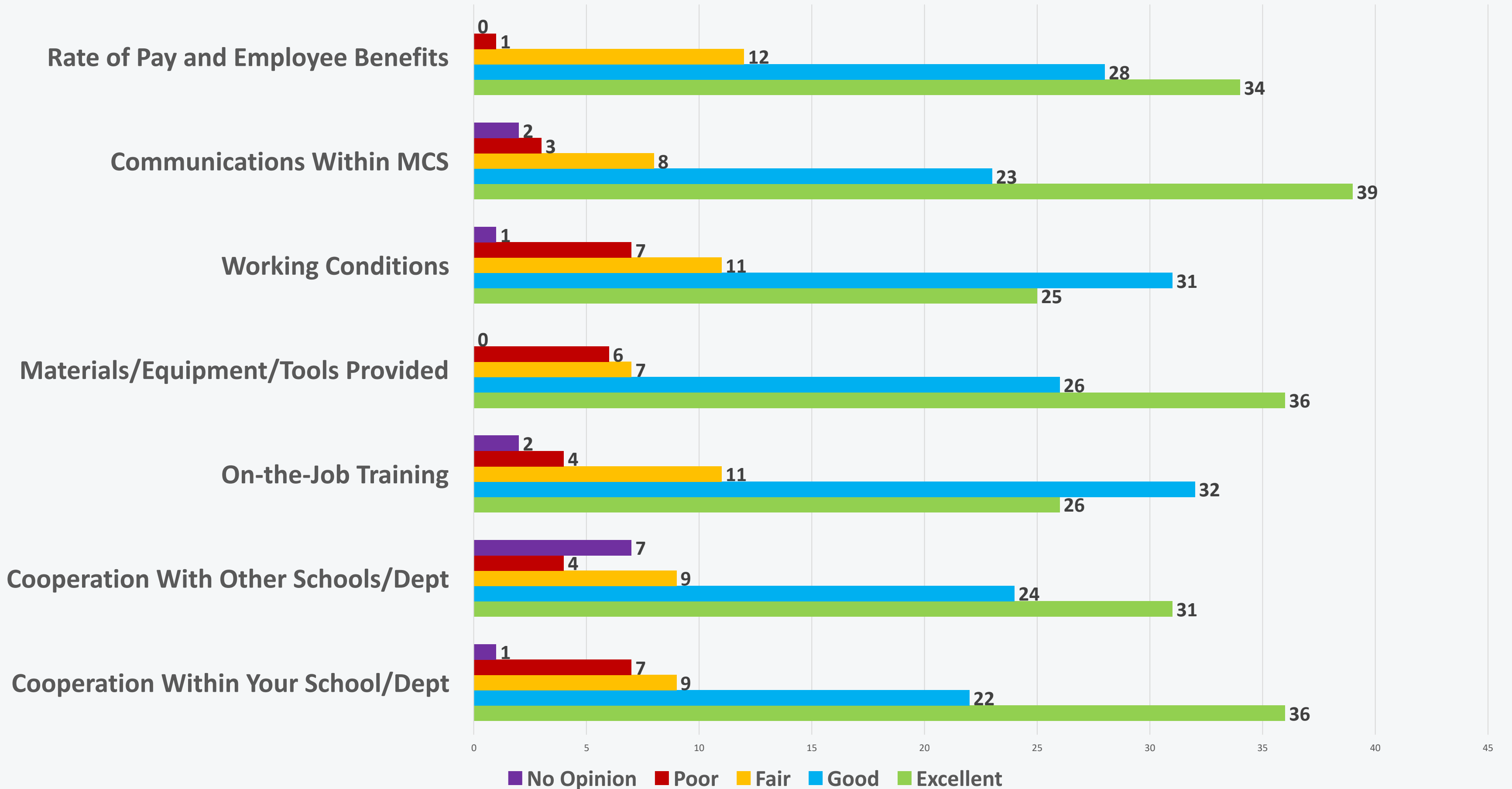


Over 60% of employees left MCS due to promotions, family related reasons, or retirement

How Would You Rate the Supervision You Received in the Following Areas?



How Would You Rate the Following While Working at MCS?

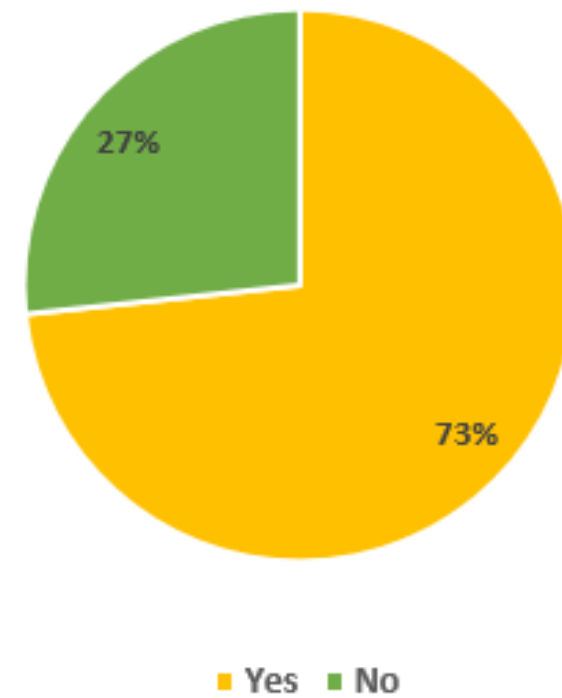


HOW WOULD YOU RATE THE SUPERVISION YOU RECEIVED IN THE FOLLOWING AREAS?

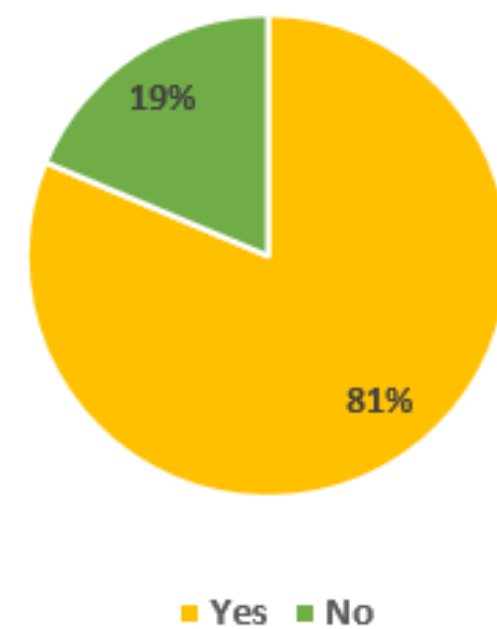
	FOLLOWED POLICIES AND PROCEDURES	PROVIDED TIMELY INFORMATION	USED FAIR AND EQUAL TREATMENT	PROVIDED CLEAR PERFORMANCE EXPECTATIONS	ENCOURAGED FEEDBACK
Excellent	59%	53%	57%	55%	56%
Good	27%	24%	16%	29%	19%
Ex & Good	86%	77%	73%	84%	75%
Fair	10%	16%	16%	8%	16%
Poor	4%	7%	11%	8%	9%
	PROVIDED APPROPRIATE RECOGNITION	COOPERATION WITHIN YOUR SCHOOL/DEPARTMENT	COOPERATION WITH OTHER SCHOOLS/DEPARTMENTS	ON-THE-JOB TRAINING	MATERIAL/EQUIPMENT/TOOLS PROVIDED
Excellent	48%	48%	41%	35%	48%
Good	20%	29%	32%	43%	35%
Ex & Good	68%	77%	74%	78%	83%
Fair	19%	14%	22%	17%	9%
Poor	13%	9%	5%	5%	8%
	WORKING CONDITIONS	COMMUNICATIONS WITHIN MCS	YOUR RATE OF PAY AND THE EMPLOYEE BENEFITS PROVIDED		
Excellent	33%	52%	45%		
Good	41%	31%	37%		
Ex & Good	74%	83%	82%		
Fair	17%	13%	16%		
Poor	9%	4%	2%		

Appropriate Recognition only area below 70%

Will You Be Leaving MCS for Other Employment?

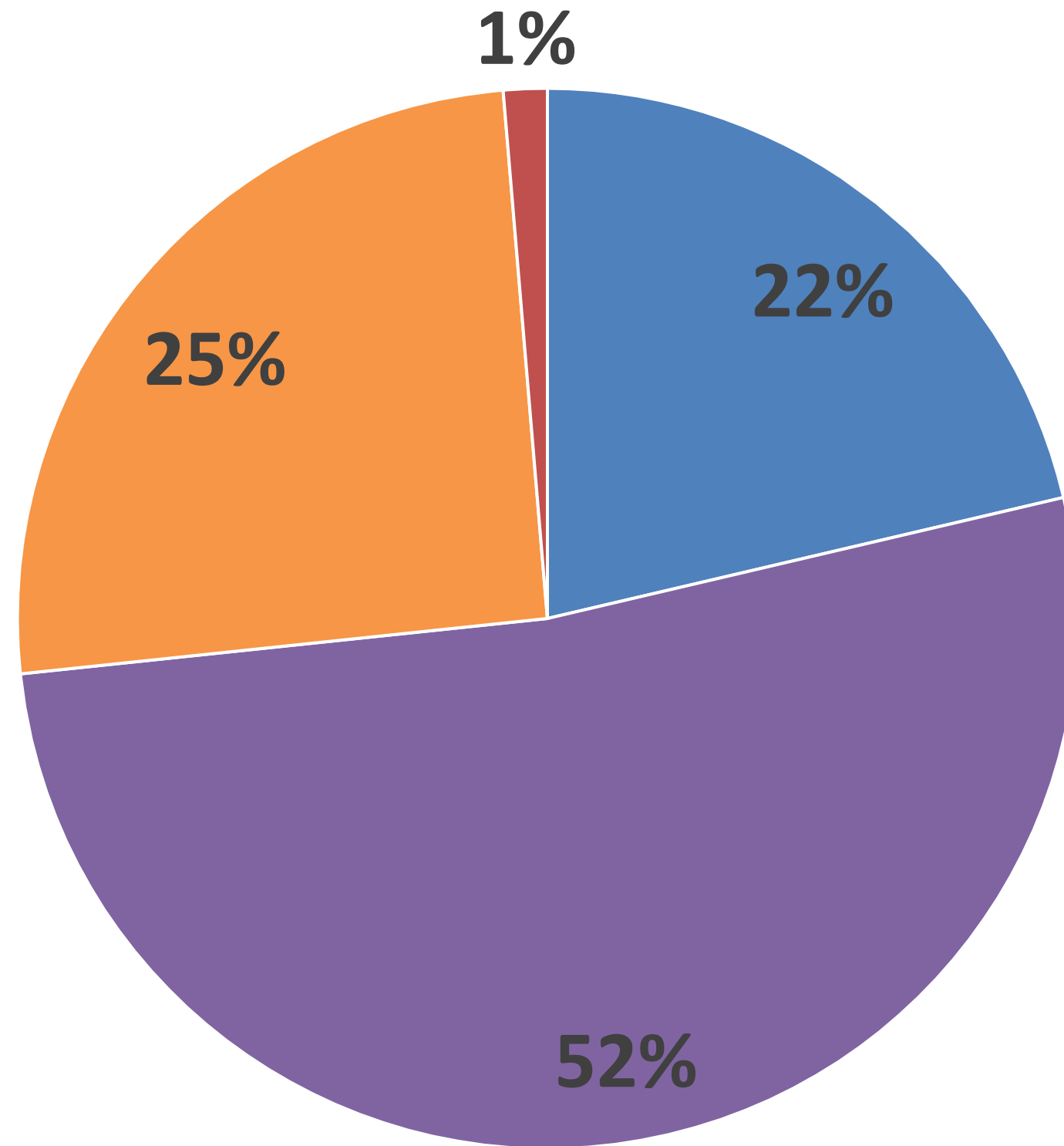


If the Opportunity Presented Itself, Would You Consider Employment with MCS Again?



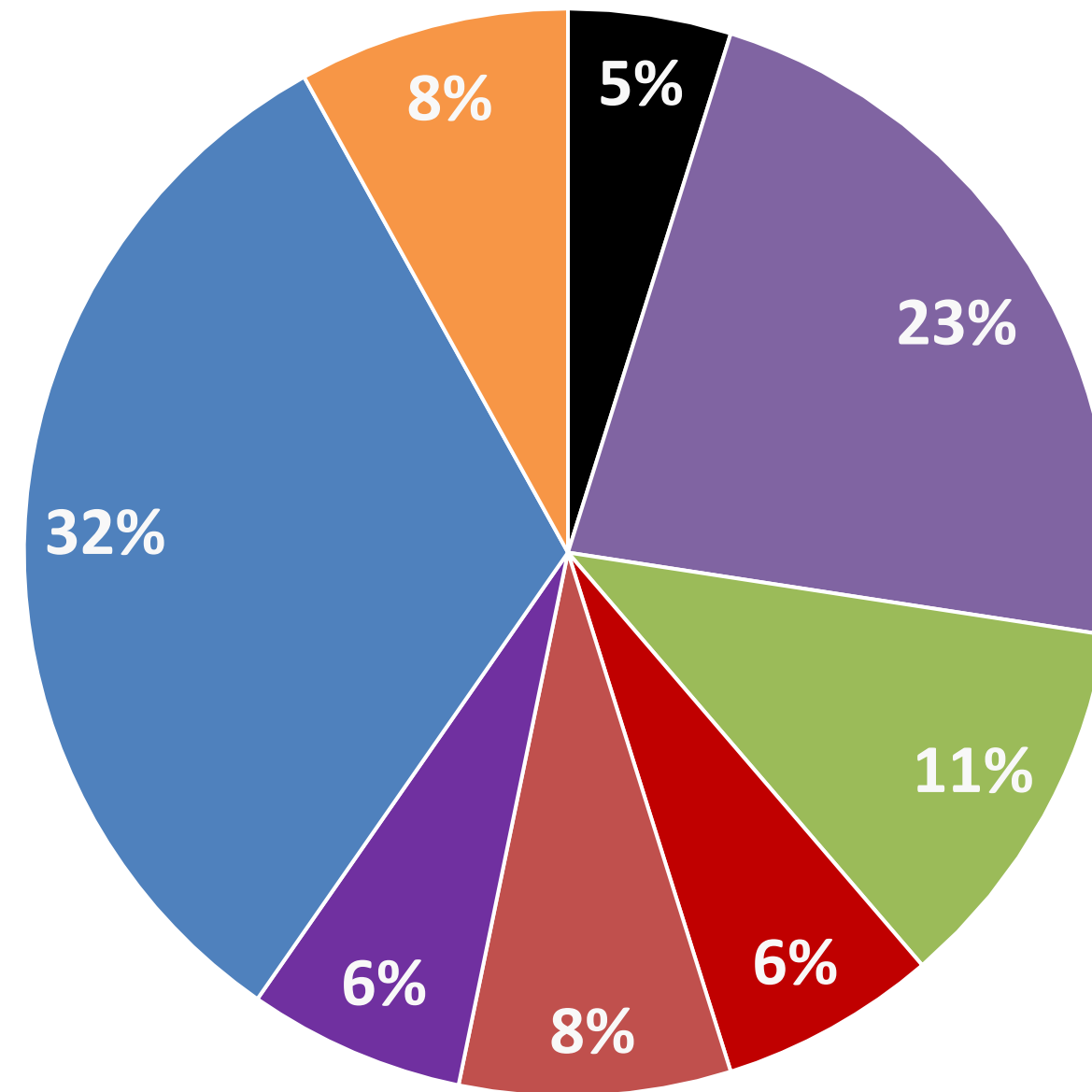
81% would consider returning to MCS

What Did You Like Most About Working at MCS?



■ Students ■ Coworkers + School Climate/Culture ■ Administrators / CO Support ■ Other

Areas of Focus to Increase Teacher Retention



- State of the Physical Building
- Stress
- Lack of Positive Feedback/School Morale
- Lack of Support/Communication

- Behavior Management
- Curriculum
- Planning Time
- Other

Questions about any
employee information?

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