

KANSAS SPECIAL EDUCATION **ATTRITION REPORT** **2014-2015**

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Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2014-15 School Year Who Did Not Return for the 2015-16 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2014-15 and 2015-16 school year. The Kansas State Department of Education (KSDE) provides data to this study each year, which is collected from the school districts in Kansas that employ special education personnel. The data is used in this report to identify personnel who have left the field of special education and a specific school district while KSDE uses this data for financial reimbursement purposes. A combination of pivot tables and formulas were conducted in Microsoft Excel, and compared to previous years reports, to examine trends in special education personnel attrition. All personnel numbers reported represent a headcount of personnel rather than an FTE count. Below is a summary of select findings, followed by detailed tables in each evaluated area.

Selected Findings

Table 1

Table 1 identifies the attrition rates for all certified special education personnel for each school year from 1976-77 through 2014-15. At the beginning of the 2014-15 school year; 1,141 of the 9,025 personnel employed during the 2014-15 school year did not return to a special education position in Kansas. This represented an attrition rate of 13%, higher than the previous year of 11.8%. This is now higher than the 12.8% national average for teacher attrition, which has not historically been the case in Kansas.

Table 2

Table 2 identifies the attrition rates for the 2014-15 school year for the 36 different categories of special education personnel. Categories containing less than 50 personnel employed should be considered cautiously due to the low sample size, which would allow for broad fluctuations in the attrition rates when small personnel changes occur. The largest teaching categories had the following attrition rates:

- Mental Retardation, 11%
- Early Childhood, 13%
- Behavior Disorder, 16%
- Interrelated, 13%
- Learning Disability, 12%
- Gifted, 14%

The largest related services categories had the following attrition rates:

- Nurses, 24%

- Social Worker, 11%
- Occupational Therapy, 9%
- Speech/Language, 12%
- School Psychologist, 10%

Long-term trends in these individual categories can be examined in Tables 11 to 16.

Tables 3 and 4

Tables 3 and 4 represent two overarching categories of teaching personnel vs. related service personnel. Teaching personnel had an overall attrition rate of 12.6% in 2014-15 a significant increase in attrition rate from 2012-13 of 9.7%. Interrelated experienced an attrition rate higher than the national average at 13% for the second year in a row which was an increase from 9% in 2012-13. Severe/Multiple Handicap experienced a decline in attrition rate, increasing from 15% in 2013-14 to 8% in 2014-15. Infant/Toddler, which experienced a high attrition rate in the 2012-13 school year at 13.6%, experienced continued improvement to 5%.

Related services experienced a slight decrease in total personnel from 3,545 in 2013-14 to 3,516 in 2014-15. This resulted in a slight increase in the attrition rate from 11% in 2013-14 to 12.2% in 2014-15. Speech/Language continued to experience an increase in attrition from 10.9% in 2012-13 to 11% in 2013-14 and now falls at 12% in 2014-15. Music Therapy and Personnel Development experienced the lowest attrition rates for 2014-15.

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2014-15. Categories not currently represented at the state level were removed from the report. Those categories include, but not limited to: Educable MR, Trainable MR, Interrelated LD/EMR, Interrelated LD/EMR/BD. From 1976-77 to present day, school districts have employed 197850 in the remaining categories and experienced an attrition rate of 10.55%, slightly below the national average of 12.8%.

Table 6

Table 6 examines the difference in attrition rates for school districts by size. Large districts are defined as those who employ 100 or more personnel, medium districts employ between 11 to 99 personnel, and small districts are those who employ fewer than 11 people in special education positions. The term “district” in this table is a broad term referring to school districts, cooperatives, inter-locals, and other types of administrative arrangements. Large districts experienced no change in attrition from 12.3% to 12.2%. Medium districts experienced a slight increase in attrition rates from 10.7% to 13.7%. Finally, small districts experienced a significant increase in attrition from 6.7% to 15.2%.

Table 7

Table 7 identifies the difference in attrition rates from rural and urban districts. An urban district is located in one of the following counties: Johnson, Sedgwick, Shawnee, and Wyandotte. Twenty-five districts were identified as urban, and eighty-nine districts were identified as rural. There was a slight increase in attrition rates for rural districts with 11.2% to 12.2% respectively. Urban districts also experienced a slight increase from 12.4% to 13.2%, and this continued a trend from previous years of slight increases each year in attrition rates for urban districts.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Cooperatives experienced a significant increase in attrition from 9.5% in 2012-13 to 11.7% in 2014-15 and now to 13.2% in 2014-15. Additionally, school districts experienced a slight increase from 12.6% to 13.2% in 2014-15. The largest increase was administrative plans deemed other which had an increase in attrition from 10.9% in 2013-14 to 15% in 2014-15.

Table 9

Table 9 identifies the attrition rates by geographical region. These regions, and a corresponding map can be examined in Appendix 2 of this report. The attrition rates in the region ranged from a high of 14.7% in the Wyandotte/Johnson County region to a low of 10.5% in the Southeast. The South Central region experienced the most significant change in an increase from 9.1% to 12.8% attrition rate in 2014-15. Sedgwick County had the largest decrease from 13.1% to 10.9% attrition.

Table 10

Table 10 examines the attrition rates by grade level assignment. Data reported by school districts contained both the lowest grade level and the highest-grade level personnel were responsible for. This data was combined to place personnel in a category of preschool, elementary, middle, secondary, or all. Middle level personnel experienced the highest increase from 12% to 15.4%. Every grade level experienced an increase in attrition with both elementary and middle levels increase over the national average with 14.8% and 15.4% respectively.

Table 11, 12, 13, 14, 15, and 16

Tables 11 thru 16 summarized the annual attrition data for 17 of the most employed personnel categories. These tables allow for a unique perspective on the philosophical changes in how services are provided by examining changes in particular positions. For example, there was growth in physical therapy and occupational therapy personnel, but overall there was a decline on most personnel categories in 2014-15. There was a significant increase in attrition rate in the areas of behavior disorders from 12.2% to 16%, gifted 9.6% to 14%, and visual personnel from 5.5% to 14%.

Tables 17, 18, 19, and 20

Tables 17 thru 20 report attrition rates for individual school districts rather than individual personnel. Districts employing less than 11 personnel have been removed due to the lack of sufficient sample size. The attrition rate ranges from 33.3% to 0%. Four years of data has now been compiled on school districts to be able to identify trends in districts where attrition is historically low. This data will be included in the report once 5 years of attrition data is collected.

SUMMARY

The purpose of this report is to analyze exit attrition in the state of Kansas. Exit attrition is a significant issue for schools and requires yearly examination to identify trends and patterns to attrition in the state either in areas of specific categories, types of administrative plans, areas of the state, and sizes of the school districts. The 2014-15 school year was the first time that the state of Kansas experienced attrition at the same rate as the national average with 13% attrition compared to 12.8% nationally. It is important to note that the data in this report communicates an overall trend in increases in attrition across multiple personnel specialty areas, regionally, and across multiple grade levels. It will be important to compare this data to the 2015-16 school year to identify if an anomaly has occurred in 2014-15 and attrition rates will return to similar rates of the past or if this is a trend that will continue reflecting increased losses of personnel from the state.

Table 1

Special Education Annual Attrition Rates for 1976-77 Through 2014-15

| Year | Employed | Leavers the Next Year | Attrition Rate |
|---------|----------|--------------------------|----------------|
| 1976-77 | 2,460 | 373 | 15.2 |
| 1977-78 | 2,894 | 479 | 16.6 |
| 1978-79 | 3,272 | 573 | 17.5 |
| 1979-80 | 3,551 | 573 | 16.1 |
| 1980-81 | 3,955 | 601 | 15.2 |
| 1981-82 | 4,110 | 458 | 11.1 |
| 1982-83 | 4,329 | 545 | 12.6 |
| 1983-84 | 4,400 | 649 | 14.7 |
| 1984-85 | 4,533 | 681 | 15.0 |
| 1985-86 | 4,660 | 495 | 10.6 |
| 1986-87 | 4,798 | 561 | 11.7 |
| 1987-88 | 4,774 | 468 | 9.8 |
| 1988-89 | 4,977 | 485 | 9.7 |
| 1989-90 | 5,223 | 402 | 7.7 |
| 1990-91 | 5,469 | 504 | 9.2 |
| 1991-92 | 5,507 | 495 | 9.0 |
| 1992-93 | 5,919 | 531 | 9.0 |
| 1993-94 | 6,058 | 537 | 8.9 |
| 1994-95 | 6,085 | 563 | 9.3 |
| 1995-96 | 6,607 | 572 | 8.7 |
| 1996-97 | 6,667 | 510 | 7.6 |
| 1997-98 | 6,740 | 631 | 9.4 |
| 1998-99 | 7,138 | 706 | 9.9 |
| 1999-00 | 7,427 | 754 | 10.1 |
| 2000-01 | 7,618 | 844 | 11.1 |
| 2001-02 | 7,886 | 866 | 11.0 |
| 2002-03 | 7,995 | 848 | 10.6 |
| 2003-04 | 7,922 | 780 | 9.8 |
| 2004-05 | 8,053 | 884 | 11.0 |
| 2005-06 | 8,191 | 828 | 10.1 |
| 2006-07 | 8,503 | 982 | 11.5 |
| 2007-08 | 8,588 | 894 | 10.4 |
| 2008-09 | 8,775 | 834 | 9.5 |
| 2009-10 | 8,854 | 934 | 10.5 |
| 2010-11 | 8,744 | 856 | 9.8 |
| 2011-12 | 8,786 | 852 | 9.7 |
| 2012-13 | 8,674 | 890 | 10.3 |
| 2013-14 | 9,049 | 1066 | 11.8 |
| 2014-15 | 9,025 | 1141 | 12.7 |
| Total | 248,216 | 26,645 | 10.7 |

| Table 2 | | | |
|---|-----------------------------|------------------------------|---------------------------|
| Attrition Rate for All Special Education Personnel by Category | | | |
| Category | Employed 2014-15 | Leavers 2015-2016 | Attrition Rate |
| Adapted PE | 51 | 6 | 12% |
| Art Therapy | 2 | 0 | 0% |
| Assistive Technology | 11 | 0 | 0% |
| Audiology | 31 | 3 | 10% |
| Behavior Disorder | 188 | 30 | 16% |
| Behavior Specialist | 9 | 1 | 11% |
| Braille Transcriber | 7 | 0 | 0% |
| Counselors | 172 | 18 | 10% |
| Early Childhood Handicapped | 571 | 73 | 13% |
| Educational Interpreter | 64 | 14 | 22% |
| Gifted | 408 | 58 | 14% |
| Hearing Impaired | 68 | 6 | 9% |
| Infant/Toddler | 98 | 5 | 5% |
| Integration Specialist | 22 | 5 | 23% |
| Interrelated Other | 3503 | 461 | 13% |
| Learning Disabled | 250 | 31 | 12% |
| Mental Retardation | 258 | 28 | 11% |
| Music Therapy | 16 | 1 | 6% |
| Nurse | 387 | 92 | 24% |
| OA | 4 | 2 | 50% |
| Occupational Therapy | 291 | 25 | 9% |
| Orientation/Mobility Specialist | 6 | 0 | 0% |
| Personnel Development | 30 | 1 | 3% |
| Physical Therapy | 159 | 15 | 9% |
| Recreation Therapy | 1 | 0 | 0% |
| Registered Dietician | 4 | 0 | 0% |
| School Psychology | 560 | 55 | 10% |
| Severe/Multiple Handicapped | 114 | 9 | 8% |
| Social Work | 396 | 44 | 11% |
| Special Ed Administration | 97 | 14 | 14% |
| Speech/Language | 1020 | 121 | 12% |
| Supervisor | 117 | 7 | 6% |
| Transition Services | 23 | 2 | 9% |
| Visually Impaired | 56 | 8 | 14% |
| Vocational Special Needs | 25 | 4 | 16% |

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| | | | |
|-------------------|------|------|-----|
| Work Study | 4 | 1 | 25% |
| | 2 | 1 | 50% |
| Total | 9025 | 1141 | 13% |

Table 3

Attrition Rate For Teaching Personnel

| Category | Teaching Personnel 2014- 15 | Leavers 2015-16 | Attrition Rate |
|--|--|------------------------|-----------------------|
| Adapted PE | 51 | 6 | 12% |
| Behavior Disorder | 188 | 30 | 16% |
| Early Childhood Handicapped | 571 | 73 | 13% |
| Gifted | 408 | 58 | 14% |
| Hearing Impaired | 68 | 6 | 9% |
| Interrelated Other | 64 | 14 | 22% |
| Infant/Toddler | 98 | 5 | 5% |
| Learning Disabled | 250 | 31 | 12% |
| Mental Retardation | 258 | 28 | 11% |
| Orientation/Mobility Specialist | 6 | 0 | 0% |
| Severe/Multiple Handicapped | 114 | 9 | 8% |
| Visually Impaired | 56 | 8 | 14% |
| Work Study | 4 | 1 | 25% |
| Total | 2136 | 269 | 12.6% |

Table 4

Attrition Rate For Related Services Personnel

| Category | Related Services Personnel 2014- 15 | Leavers 2015-16 | Attrition Rate |
|----------------------------------|--|------------------------|-----------------------|
| Special Ed Administration | 97 | 14 | 14% |
| Assistive Technology | 11 | 0 | 0% |
| Art Therapy | 2 | 0 | 0% |
| Audiology | 31 | 3 | 10% |
| Braille Transcriber | 7 | 0 | 0% |
| Behavior Specialist | 9 | 1 | 11% |
| Counselors | 172 | 18 | 10% |
| Hearing Impaired | 68 | 6 | 9% |
| Educational Interpreter | 64 | 14 | 22% |
| Integration Specialist | 22 | 5 | 23% |
| Music Therapy | 16 | 1 | 6% |
| Nurse | 387 | 92 | 24% |
| OA | 4 | 2 | 50% |
| Occupational Therapy | 291 | 25 | 9% |

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| | | | |
|---------------------------------|------|-----|-------|
| Personnel Development | 30 | 1 | 3% |
| School Psychology | 560 | 55 | 10% |
| Physical Therapy | 159 | 15 | 9% |
| Registered Dietician | 4 | 0 | 0% |
| Recreation Therapy | 1 | 0 | 0% |
| Speech/Language | 1020 | 121 | 12% |
| Supervisor | 117 | 7 | 6% |
| Social Work | 396 | 44 | 11% |
| Transition Services | 23 | 2 | 9% |
| Vocational Special Needs | 25 | 4 | 16% |
| Total | 3516 | 430 | 12.2% |

Table 5

Summary of Personnel Attrition by Category from 1976-77 to 2014-15

| Category | Employed from 1976- 77 to 2014- 15 | Leavers from 1976- 77 to 2015- 16 | Attrition Rate |
|--|---|--|-----------------------|
| Adapted PE | 1842 | 188 | 10.21% |
| Art Therapy | 229 | 28 | 12.23% |
| Assistive Technology | 218 | 12 | 5.50% |
| Audiology | 791 | 77 | 9.73% |
| Behavior Disorder | 12828 | 1609 | 12.54% |
| Behavior Specialist | 584 | 72 | 12.33% |
| Braille Transcriber | 55 | 7 | 12.73% |
| Counselors | 2984 | 449 | 15.05% |
| Diagnostic Teacher | 743 | 76 | 10.23% |
| Early Childhood Handicapped | 11207 | 936 | 8.35% |
| Educational Interpreter | 1586 | 367 | 23.14% |
| Gifted | 15256 | 1618 | 10.61% |
| Hearing Impaired | 2639 | 317 | 12.01% |
| Infant/Toddler | 957 | 104 | 10.87% |
| Integration Specialist | 11003 | 1307 | 11.88% |
| Interrelated | 44097 | 4650 | 10.54% |
| Learning Disability | 21226 | 2328 | 10.97% |
| Mental Retardation | 5395 | 512 | 9.49% |
| Music Therapy | 411 | 40 | 9.73% |
| Nurse | 8001 | 1091 | 13.64% |
| Occupational Therapy | 4725 | 575 | 12.17% |
| Orientation/Mobility Specialist | 1169 | 222 | 18.99% |
| Other Assignment | 40 | 9 | 22.50% |
| Personnel Development | 205 | 24 | 11.71% |
| Physical Therapy | 4013 | 497 | 12.38% |
| Physically Impaired | 435 | 29 | 6.67% |
| Program Evaluation | 41 | 7 | 17.07% |
| Recreation Therapy | 29 | 6 | 20.69% |
| Registered Dietician | 1706 | 159 | 9.32% |
| School Psychology | 15207 | 1179 | 7.75% |
| SEIMC (Materials Center) | 736 | 71 | 9.65% |
| Severe/Multiple Handicapped | 2769 | 322 | 11.63% |
| Social Work | 10381 | 869 | 8.37% |

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| | | | |
|----------------------------------|---------|--------|--------|
| Special Ed Administration | 3698 | 397 | 10.74% |
| Speech/Language | 22422 | 2119 | 9.45% |
| Supervisor | 2803 | 205 | 7.31% |
| Transition Services | 525 | 38 | 7.24% |
| Visually Impaired | 1392 | 104 | 7.47% |
| Vocational Special Needs | 983 | 125 | 12.72% |
| Work Study | 590 | 40 | 6.78% |
| Total | 215,921 | 22,785 | 10.55% |

| Table 6 | | | | |
|---|----------------------------|-------------------------|--------------------------|-----------------------|
| Attrition for Small, Medium, and Large Districts for 2014-15 | | | | |
| District Size | Number of Districts | Employed 2014-15 | Leavers 2015-2016 | Attrition Rate |
| Large Districts | 30 | 6513 | 796 | 12.2% |
| Medium Districts | 47 | 2380 | 325 | 13.7% |
| Small Districts | 37 | 132 | 20 | 15.2% |
| Total | 114 | 9025 | 1141 | 12.6% |

Large District = 100 or more special education personnel

Medium District = 11 to 99 special education personnel

Small District = 10 or less special education personnel

| Table 7 | | | | |
|--|----------------------------|------------------------------|-----------------------------|-----------------------|
| Attrition for Urban and Rural Districts for 2014-15 | | | | |
| District Location | Number of Districts | Employed in 2014-2015 | Leavers in 2015-2016 | Attrition Rate |
| Rural | 89 | 4646 | 565 | 12.2% |
| Urban | 25 | 4379 | 576 | 13.2% |
| Total | 114 | 9025 | 1141 | 12.7% |

An urban district is located primarily in one of the following counties: Sedgwick, Shawnee, Johnson, and Wyandotte.

| Table 8 | | | | |
|---|----------------------------|-------------------------|--------------------------|-----------------------|
| Special Education Attrition by Type of Administrative Plan | | | | |
| Administrative Plan | Number of Districts | Employed 2014-15 | Leavers 2015-2016 | Attrition Rate |
| Cooperative | 25 | 2728 | 369 | 13.5% |
| Interlocal | 19 | 2300 | 243 | 10.6% |
| Other | 32 | 173 | 26 | 15.0% |
| School District | 38 | 3824 | 503 | 13.2% |
| Total | 114 | 9025 | 1141 | 12.6% |

See report for description of administrative plans

| Table 9 | | | | |
|---|-----------------------------|---------------------------|--------------------------|-----------------------|
| Special Education Attrition by Geographic Region | | | | |
| Geographic Region | Numbers of Districts | Employed 2014-2015 | Leavers 2015-2016 | Attrition Rate |
| 1. Northwest | 10 | 265 | 34 | 12.8% |
| 2. Southwest | 8 | 531 | 71 | 13.4% |
| 3. North Central | 9 | 597 | 85 | 14.2% |
| 4. South Central | 20 | 839 | 107 | 12.8% |
| 5. Sedgwick County | 8 | 1686 | 183 | 10.9% |
| 6. Northeast | 12 | 609 | 83 | 13.6% |
| 7. Wyandotte and Johnson Counties | 14 | 2179 | 320 | 14.7% |
| 8. East Central | 15 | 1325 | 151 | 11.4% |
| 9. Southeast | 14 | 971 | 102 | 10.5% |
| Total | 110 | 9002 | 1136 | 12.6% |

See map in appendix to view districts located in regions.

| Table 10 | | | | |
|---|-------------------------|---------------------------|--------------------------|-----------------------|
| Special Education Attrition for Teaching Personnel by Grade Level Assignment | | | | |
| Grade Levels | Traditional Name | Employed 2014-2015 | Leavers 2015-2016 | Attrition Rate |
| Preschool | Preschool | 985 | 121 | 12.3% |
| Infant/Toddler to 12 | All | 3593 | 397 | 11.0% |
| K-9 | Elementary | 2127 | 314 | 14.8% |
| 6-9 | Middle | 807 | 124 | 15.4% |
| 6-12 | Secondary | 1513 | 185 | 12.2% |
| Total | | 9025 | 1141 | 12.6% |

See report for description of grade level assignments

Table 11

Annual Attrition Rates for Personnel in Behavior Disability, Mental Retardation, and Learning Disability for 1976-77 Through 2014-15

| Year | Behavior Disability | | | Mental Retardation | | | Learning Disability | | |
|------|---------------------|---------|-------|--------------------|---------|-------|---------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1977 | 195 | 32 | 16.4% | 710 | 112 | 15.8% | 513 | 84 | 16.4% |
| 1978 | 260 | 52 | 20.0% | 707 | 118 | 16.7% | 594 | 94 | 15.8% |
| 1979 | 295 | 73 | 24.7% | 714 | 109 | 15.3% | 684 | 105 | 15.4% |
| 1980 | 336 | 53 | 15.8% | 675 | 118 | 17.5% | 768 | 116 | 15.1% |
| 1981 | 386 | 68 | 17.6% | 641 | 96 | 15.0% | 826 | 108 | 13.1% |
| 1982 | 399 | 52 | 13.0% | 600 | 71 | 11.8% | 824 | 80 | 9.7% |
| 1983 | 429 | 73 | 17.0% | 583 | 65 | 11.1% | 872 | 118 | 13.5% |
| 1984 | 445 | 65 | 14.6% | 572 | 87 | 15.2% | 867 | 110 | 12.7% |
| 1985 | 453 | 71 | 15.7% | 533 | 85 | 15.9% | 887 | 121 | 13.6% |
| 1986 | 466 | 68 | 14.6% | 524 | 59 | 11.3% | 910 | 84 | 9.2% |
| 1987 | 466 | 72 | 15.5% | 492 | 62 | 12.6% | 916 | 113 | 12.3% |
| 1988 | 451 | 63 | 14.0% | 460 | 47 | 10.2% | 875 | 82 | 9.4% |
| 1989 | 460 | 50 | 10.9% | 456 | 57 | 12.5% | 844 | 78 | 9.2% |
| 1990 | 492 | 58 | 11.8% | 439 | 31 | 7.1% | 845 | 61 | 7.2% |
| 1991 | 515 | 52 | 10.1% | 426 | 40 | 9.4% | 824 | 61 | 7.4% |
| 1992 | 481 | 53 | 11.0% | 375 | 32 | 8.5% | 762 | 67 | 8.8% |
| 1993 | 471 | 47 | 10.0% | 351 | 36 | 10.3% | 679 | 66 | 9.7% |
| 1994 | 370 | 37 | 10.0% | 255 | 18 | 7.1% | 498 | 44 | 8.8% |
| 1995 | 346 | 34 | 9.8% | 239 | 22 | 9.2% | 464 | 37 | 8.0% |

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| Year | Behavior Disability | | | Mental Retardation | | | Learning Disability | | |
|--------------|---------------------|---------|-------|--------------------|---------|-------|---------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1996 | 382 | 34 | 8.9% | 238 | 27 | 11.3% | 455 | 38 | 8.4% |
| 1997 | 374 | 37 | 9.9% | 245 | 20 | 8.2% | 428 | 27 | 6.3% |
| 1998 | 380 | 49 | 12.9% | 291 | 27 | 9.3% | 399 | 37 | 9.3% |
| 1999 | 377 | 47 | 12.5% | 299 | 36 | 12.0% | 408 | 46 | 11.3% |
| 2000 | 365 | 42 | 11.5% | 291 | 33 | 11.3% | 398 | 45 | 11.3% |
| 2001 | 334 | 35 | 10.5% | 283 | 28 | 9.9% | 402 | 58 | 14.4% |
| 2002 | 330 | 40 | 12.1% | 316 | 20 | 6.3% | 423 | 46 | 10.9% |
| 2003 | 327 | 34 | 10.4% | 323 | 38 | 11.8% | 430 | 49 | 11.4% |
| 2004 | 321 | 28 | 8.7% | 340 | 32 | 9.4% | 460 | 58 | 12.6% |
| 2005 | 309 | 29 | 9.4% | 341 | 35 | 10.3% | 430 | 48 | 11.2% |
| 2006 | 283 | 17 | 6.0% | 332 | 28 | 8.4% | 443 | 54 | 12.2% |
| 2007 | 292 | 36 | 12.3% | 331 | 29 | 8.8% | 444 | 50 | 11.3% |
| 2008 | 264 | 26 | 9.8% | 316 | 24 | 7.6% | 398 | 37 | 9.3% |
| 2009 | 262 | 21 | 8.0% | 313 | 24 | 7.7% | 375 | 27 | 7.2% |
| 2010 | 248 | 37 | 14.9% | 307 | 25 | 8.1% | 363 | 40 | 11.0% |
| 2011 | 172 | 17 | 9.9% | 262 | 28 | 10.7% | 300 | 24 | 8.0% |
| 2012 | 192 | 17 | 8.9% | 283 | 30 | 10.6% | 304 | 31 | 10.2% |
| 2013 | 188 | 23 | 12.2% | 282 | 33 | 11.7% | 251 | 23 | 9.2% |
| 2014 | 188 | 30 | 16% | 258 | 28 | 11% | 250 | 31 | 12% |
| Total | 13,304 | 1,672 | 12.6% | 15,145 | 1,810 | 11.8% | 21,813 | 2,398 | 11.0% |

Table 12

Annual Attrition Rates for Interrelated, Gifted, and Early Childhood Personnel from 1976-77 Through 2014-15

| Year | Interrelated | | | Gifted | | | Early Childhood | | |
|------|--------------|---------|-------|----------|---------|-------|-----------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1977 | 132 | 22 | 16.7% | 66 | 15 | 22.7% | 0 | 0 | 0.0 |
| 1978 | 192 | 35 | 18.2% | 94 | 14 | 14.9% | 0 | 0 | 0.0 |
| 1979 | 245 | 56 | 22.9% | 159 | 24 | 15.1% | 0 | 0 | 0.0 |
| 1980 | 317 | 52 | 16.4% | 209 | 33 | 15.8% | 19 | 6 | 31.6% |
| 1981 | 389 | 59 | 15.2% | 312 | 53 | 17.0% | 45 | 15 | 33.3% |
| 1982 | 461 | 59 | 12.8% | 346 | 39 | 11.3% | 54 | 7 | 13.0% |
| 1983 | 497 | 72 | 14.5% | 354 | 44 | 12.4% | 66 | 13 | 19.7% |
| 1984 | 513 | 95 | 18.5% | 382 | 48 | 12.6% | 66 | 4 | 6.1% |
| 1985 | 592 | 78 | 13.2% | 406 | 74 | 18.2% | 80 | 21 | 26.3% |
| 1986 | 606 | 73 | 12.0% | 407 | 35 | 8.6% | 80 | 6 | 7.5% |
| 1987 | 622 | 64 | 10.3% | 430 | 46 | 10.7% | 106 | 12 | 11.3% |
| 1988 | 654 | 51 | 7.8% | 423 | 40 | 9.5% | 113 | 10 | 8.8% |
| 1989 | 746 | 72 | 9.7% | 426 | 40 | 9.4% | 152 | 16 | 10.5% |
| 1990 | 799 | 55 | 6.9% | 439 | 35 | 8.0% | 185 | 15 | 8.1% |
| 1991 | 901 | 76 | 8.4% | 460 | 50 | 10.9% | 223 | 17 | 7.6% |
| 1992 | 1,066 | 76 | 7.1% | 436 | 42 | 9.6% | 259 | 18 | 6.9% |
| 1993 | 1,298 | 100 | 7.7% | 446 | 32 | 7.2% | 298 | 17 | 5.7% |
| 1994 | 1,759 | 152 | 8.6% | 452 | 46 | 10.2% | 297 | 23 | 7.7% |
| 1995 | 1,839 | 152 | 8.3% | 439 | 41 | 9.3% | 315 | 32 | 10.2% |
| 1996 | 2,002 | 164 | 8.2% | 452 | 37 | 8.2% | 352 | 20 | 5.7% |
| 1997 | 2,039 | 167 | 8.2% | 452 | 38 | 8.4% | 379 | 18 | 4.7% |

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| Year | Interrelated | | | Gifted | | | Early Childhood | | |
|-------|--------------|---------|-------|----------|---------|-------|-----------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1998 | 2,077 | 189 | 9.1% | 426 | 35 | 8.2% | 410 | 40 | 9.8% |
| 1999 | 2,215 | 219 | 9.9% | 440 | 37 | 8.4% | 438 | 34 | 7.8% |
| 2000 | 2,303 | 224 | 9.7% | 465 | 55 | 11.8% | 460 | 42 | 9.1% |
| 2001 | 2,445 | 265 | 10.8% | 472 | 51 | 10.8% | 470 | 45 | 9.6% |
| 2002 | 2,528 | 301 | 11.9% | 477 | 44 | 9.2% | 495 | 45 | 9.1% |
| 2003 | 2,577 | 270 | 10.5% | 482 | 61 | 12.7% | 471 | 41 | 8.7% |
| 2004 | 2,556 | 268 | 10.5% | 468 | 38 | 8.1% | 479 | 41 | 8.6% |
| 2005 | 2,659 | 300 | 11.3% | 466 | 57 | 12.2% | 500 | 50 | 10.0% |
| 2006 | 2,763 | 312 | 11.3% | 463 | 53 | 11.4% | 504 | 49 | 9.7% |
| 2007 | 2,918 | 376 | 12.9% | 474 | 54 | 11.4% | 513 | 53 | 10.3% |
| 2008 | 3,088 | 386 | 12.5% | 475 | 47 | 9.9% | 528 | 52 | 9.8% |
| 2009 | 3,233 | 373 | 11.5% | 478 | 54 | 11.3% | 542 | 42 | 7.7% |
| 2010 | 3,195 | 358 | 11.2% | 457 | 42 | 9.2% | 568 | 72 | 12.7% |
| 2011 | 2,608 | 244 | 9.4% | 396 | 30 | 7.6% | 578 | 59 | 10.2% |
| 2012 | 3,272 | 317 | 9.7% | 411 | 37 | 9.0% | 571 | 47 | 8.2% |
| 2013 | 3,529 | 458 | 13.0% | 408 | 39 | 9.6% | 590 | 71 | 12.0% |
| 2014 | 3,503 | 461 | 13% | 408 | 58 | 14% | 571 | 73 | 13% |
| Total | 65,138 | 7,051 | 10.8% | 15,256 | 1,618 | 10.6% | 11,777 | 1,126 | 9.6% |

Table 13

Annual Attrition Rates for Personnel in Hearing Impaired, Vision Impaired, and Severe/Multiple Disabilities for 1976-77 Through 2014-15

| Year | Hearing Impaired | | | Visually Impaired | | | Severe/Multiple Disabilities | | |
|------|------------------|---------|-------|-------------------|---------|-------|------------------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1977 | 49 | 7 | 14.3% | 17 | 1 | 5.9% | 31 | 7 | 22.6% |
| 1978 | 53 | 8 | 15.1% | 21 | 2 | 9.5% | 64 | 13 | 20.3% |
| 1979 | 58 | 13 | 22.4% | 26 | 5 | 19.2% | 80 | 26 | 32.5% |
| 1980 | 57 | 9 | 15.8% | 28 | 4 | 14.3% | 90 | 23 | 25.6% |
| 1981 | 67 | 7 | 10.4% | 27 | 5 | 18.5% | 86 | 17 | 19.8% |
| 1982 | 69 | 7 | 10.1% | 28 | 1 | 3.6% | 104 | 10 | 9.6% |
| 1983 | 67 | 11 | 16.4% | 29 | 3 | 10.3% | 105 | 11 | 10.5% |
| 1984 | 67 | 14 | 20.9% | 27 | 4 | 14.8% | 100 | 18 | 18.0% |
| 1985 | 65 | 7 | 10.8% | 28 | 6 | 21.4% | 104 | 21 | 20.2% |
| 1986 | 67 | 10 | 14.9% | 28 | 2 | 7.1% | 101 | 14 | 13.9% |
| 1987 | 69 | 13 | 18.8% | 27 | 1 | 3.7% | 98 | 13 | 13.3% |
| 1988 | 68 | 7 | 10.3% | 31 | 0 | 0.0% | 91 | 9 | 9.9% |
| 1989 | 81 | 13 | 16.0% | 32 | 3 | 9.4% | 99 | 9 | 9.1% |
| 1990 | 76 | 5 | 6.6% | 32 | 0 | 0.0% | 96 | 4 | 4.2% |
| 1991 | 79 | 10 | 12.7% | 35 | 3 | 8.6% | 91 | 10 | 11.0% |
| 1992 | 77 | 8 | 10.4% | 34 | 1 | 2.9% | 82 | 6 | 7.3% |
| 1993 | 83 | 11 | 13.3% | 33 | 2 | 6.1% | 83 | 8 | 9.6% |
| 1994 | 80 | 10 | 12.5% | 31 | 2 | 6.5% | 82 | 7 | 8.5% |
| 1995 | 77 | 11 | 14.3% | 36 | 1 | 2.8% | 75 | 8 | 10.7% |
| 1996 | 81 | 12 | 14.8% | 39 | 2 | 5.1% | 69 | 7 | 10.1% |
| 1997 | 82 | 8 | 9.8% | 39 | 1 | 2.6% | 71 | 2 | 2.8% |
| 1998 | 80 | 13 | 16.3% | 38 | 2 | 5.3% | 75 | 4 | 5.3% |

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| Year | Hearing Impaired | | | Visually Impaired | | | Severe/Multiple Disabilities | | |
|-------|------------------|---------|-------|-------------------|---------|-------|------------------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1999 | 71 | 3 | 4.2% | 40 | 2 | 5.0% | 75 | 7 | 9.3% |
| 2000 | 76 | 4 | 5.3% | 42 | 5 | 11.9% | 74 | 8 | 10.8% |
| 2001 | 74 | 11 | 14.9% | 41 | 2 | 4.9% | 66 | 7 | 10.6% |
| 2002 | 68 | 4 | 5.9% | 41 | 4 | 9.8% | 61 | 7 | 11.5% |
| 2003 | 70 | 8 | 11.4% | 41 | 2 | 4.9% | 63 | 7 | 11.1% |
| 2004 | 66 | 6 | 9.1% | 42 | 2 | 4.8% | 66 | 3 | 4.5% |
| 2005 | 64 | 9 | 14.1% | 41 | 2 | 4.9% | 65 | 3 | 4.6% |
| 2006 | 69 | 10 | 14.5% | 44 | 2 | 4.5% | 63 | 4 | 6.3% |
| 2007 | 68 | 8 | 11.8% | 47 | 3 | 6.4% | 65 | 6 | 9.2% |
| 2008 | 63 | 2 | 3.2% | 46 | 4 | 8.7% | 70 | 6 | 8.6% |
| 2009 | 68 | 5 | 7.4% | 48 | 1 | 2.1% | 71 | 8 | 11.3% |
| 2010 | 69 | 8 | 11.6% | 45 | 3 | 6.7% | 72 | 4 | 5.6% |
| 2011 | 64 | 7 | 10.9% | 57 | 4 | 7.0% | 78 | 5 | 6.4% |
| 2012 | 67 | 9 | 13.4% | 40 | 5 | 12.5% | 61 | 7 | 11.5% |
| 2013 | 62 | 3 | 4.8% | 55 | 3 | 5.5% | 68 | 10 | 14.7% |
| 2014 | 68 | 6 | 9% | 56 | 8 | 14% | 114 | 9 | 8% |
| Total | 2,639 | 317 | 12.0% | 1,392 | 103 | 7.4% | 3,009 | 448 | 14.9% |

Table 14

Annual Attrition Rates for Personnel in School Psychology, Social Work, and Special Education Administration for 1976-77 Through 2014-15.

| Year | School Psychology | | | Social Work | | | Special Ed. Administration | | |
|------|-------------------|---------|-------|-------------|---------|-------|----------------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1977 | 217 | 22 | 10.1% | 41 | 6 | 14.6% | 64 | 4 | 6.3% |
| 1978 | 250 | 36 | 14.4% | 60 | 12 | 20.0% | 76 | 5 | 6.6% |
| 1979 | 262 | 27 | 10.3% | 71 | 12 | 16.9% | 77 | 5 | 6.5% |
| 1980 | 275 | 30 | 10.9% | 88 | 20 | 22.7% | 81 | 7 | 8.6% |
| 1981 | 307 | 38 | 12.4% | 92 | 14 | 15.2% | 81 | 9 | 11.1% |
| 1982 | 322 | 20 | 6.2% | 99 | 12 | 12.1% | 83 | 5 | 6.0% |
| 1983 | 345 | 30 | 8.7% | 97 | 6 | 6.2% | 89 | 6 | 6.7% |
| 1984 | 347 | 53 | 15.3% | 102 | 8 | 7.8% | 91 | 7 | 7.7% |
| 1985 | 347 | 48 | 13.8% | 111 | 10 | 9.0% | 97 | 4 | 4.1% |
| 1986 | 348 | 21 | 6.0% | 122 | 10 | 8.2% | 112 | 16 | 14.3% |
| 1987 | 354 | 23 | 6.5% | 118 | 11 | 9.3% | 107 | 10 | 9.3% |
| 1988 | 357 | 23 | 6.4% | 122 | 8 | 6.6% | 100 | 14 | 14.0% |
| 1989 | 358 | 20 | 5.6% | 141 | 8 | 5.7% | 104 | 11 | 10.6% |
| 1990 | 371 | 22 | 5.9% | 179 | 20 | 11.2% | 104 | 4 | 3.8% |
| 1991 | 393 | 32 | 8.1% | 197 | 13 | 6.6% | 111 | 7 | 6.3% |
| 1992 | 393 | 22 | 5.6% | 200 | 21 | 10.5% | 110 | 10 | 9.1% |
| 1993 | 416 | 26 | 6.3% | 211 | 18 | 8.5% | 108 | 8 | 7.4% |
| 1994 | 428 | 26 | 6.1% | 214 | 16 | 7.5% | 106 | 8 | 7.5% |
| 1995 | 432 | 23 | 5.3% | 210 | 17 | 8.1% | 104 | 4 | 3.8% |
| 1996 | 460 | 26 | 5.7% | 237 | 20 | 8.4% | 100 | 4 | 4.0% |
| 1997 | 471 | 24 | 5.1% | 222 | 13 | 5.9% | 97 | 6 | 6.2% |

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| Year | School Psychology | | | Social Work | | | Special Ed. Administration | | |
|-------|-------------------|---------|-------|-------------|---------|-------|----------------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1998 | 470 | 26 | 5.5% | 240 | 9 | 3.8% | 97 | 9 | 9.3% |
| 1999 | 495 | 44 | 8.9% | 272 | 22 | 8.1% | 95 | 4 | 4.2% |
| 2000 | 505 | 47 | 9.3% | 301 | 22 | 7.3% | 102 | 3 | 2.9% |
| 2001 | 513 | 43 | 8.4% | 309 | 37 | 12.0% | 103 | 13 | 12.6% |
| 2002 | 511 | 39 | 7.6% | 307 | 31 | 10.1% | 100 | 11 | 11.0% |
| 2003 | 505 | 30 | 5.9% | 296 | 17 | 5.7% | 105 | 11 | 10.5% |
| 2004 | 510 | 41 | 8.0% | 298 | 24 | 8.1% | 96 | 2 | 2.1% |
| 2005 | 510 | 34 | 6.7% | 304 | 31 | 10.2% | 97 | 5 | 5.2% |
| 2006 | 521 | 36 | 6.9% | 313 | 21 | 6.7% | 100 | 4 | 4.0% |
| 2007 | 538 | 41 | 7.6% | 336 | 18 | 5.4% | 103 | 11 | 10.7% |
| 2008 | 539 | 32 | 5.9% | 359 | 32 | 8.9% | 100 | 6 | 6.0% |
| 2009 | 544 | 32 | 5.9% | 365 | 31 | 8.5% | 105 | 8 | 7.6% |
| 2010 | 550 | 30 | 5.5% | 363 | 35 | 9.6% | 107 | 3 | 2.8% |
| 2011 | 586 | 57 | 9.7% | 381 | 44 | 11.5% | 143 | 15 | 10.5% |
| 2012 | 547 | 57 | 10.4% | 375 | 36 | 9.6% | 136 | 17 | 12.5% |
| 2013 | 562 | 44 | 7.8% | 392 | 29 | 7.4% | 103 | 11 | 10.7% |
| 2014 | 560 | 55 | 10% | 396 | 44 | 11% | 97 | 14 | 14% |
| Total | 16,419 | 1,280 | 7.8% | 8,541 | 758 | 8.9% | 3,791 | 301 | 8.0% |

Table 15

Annual Attrition Rates for Personnel in Special Education Counselor, Speech/Language, and Special Education Nurse for 1976-77 Through 2014-15

| Year | Special Ed. Counselor | | | Speech/Language | | | Special Education Nurse | | |
|------|-----------------------|---------|-------|-----------------|---------|-------|-------------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1977 | 0 | 0 | 0.0% | 308 | 43 | 14.0% | 0 | 0 | 0.0% |
| 1978 | 0 | 0 | 0.0% | 339 | 50 | 14.7% | 0 | 0 | 0.0% |
| 1979 | 0 | 0 | 0.0% | 364 | 60 | 16.5% | 0 | 0 | 0.0% |
| 1980 | 6 | 2 | 33.3% | 367 | 59 | 16.1% | 36 | 3 | 8.3% |
| 1981 | 8 | 0 | 0.0% | 401 | 56 | 14.0% | 58 | 10 | 17.2% |
| 1982 | 17 | 1 | 5.9% | 407 | 42 | 10.3% | 62 | 7 | 11.3% |
| 1983 | 19 | 5 | 26.3% | 432 | 41 | 9.5% | 71 | 9 | 12.7% |
| 1984 | 21 | 0 | 0.0% | 451 | 70 | 15.5% | 72 | 10 | 13.9% |
| 1985 | 28 | 4 | 14.3% | 464 | 81 | 17.5% | 79 | 9 | 11.4% |
| 1986 | 35 | 6 | 17.1% | 462 | 30 | 6.5% | 81 | 8 | 9.9% |
| 1987 | 34 | 12 | 35.3% | 477 | 55 | 11.5% | 86 | 11 | 12.8% |
| 1988 | 29 | 9 | 31.0% | 478 | 40 | 8.4% | 93 | 12 | 12.9% |
| 1989 | 33 | 8 | 24.2% | 505 | 46 | 9.1% | 85 | 8 | 9.4% |
| 1990 | 35 | 5 | 14.3% | 522 | 40 | 7.7% | 116 | 6 | 5.2% |
| 1991 | 40 | 5 | 12.5% | 542 | 57 | 10.5% | 124 | 16 | 12.9% |
| 1992 | 43 | 4 | 9.3% | 551 | 47 | 8.5% | 139 | 24 | 17.3% |
| 1993 | 87 | 23 | 26.4% | 570 | 42 | 7.4% | 162 | 20 | 12.3% |
| 1994 | 94 | 19 | 20.2% | 591 | 51 | 8.6% | 167 | 18 | 10.8% |
| 1995 | 102 | 16 | 15.7% | 585 | 51 | 8.7% | 174 | 34 | 19.5% |
| 1996 | 105 | 14 | 13.3% | 622 | 43 | 6.9% | 203 | 24 | 11.8% |
| 1997 | 101 | 17 | 16.8% | 631 | 39 | 6.2% | 226 | 20 | 8.8% |

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| Year | Special Ed. Counselor | | | Speech/Language | | | Special Education Nurse | | |
|-------|-----------------------|---------|-------|-----------------|---------|-------|-------------------------|---------|-------|
| | Employed | Leavers | % | Employed | Leavers | % | Employed | Leavers | % |
| 1998 | 108 | 10 | 9.3% | 652 | 62 | 9.5% | 255 | 38 | 14.9% |
| 1999 | 118 | 15 | 12.7% | 700 | 59 | 8.4% | 299 | 40 | 13.4% |
| 2000 | 125 | 15 | 12.0% | 744 | 80 | 10.8% | 323 | 31 | 9.6% |
| 2001 | 134 | 22 | 16.4% | 768 | 67 | 8.7% | 343 | 44 | 12.8% |
| 2002 | 136 | 25 | 18.4% | 804 | 63 | 7.8% | 396 | 66 | 16.7% |
| 2003 | 158 | 17 | 10.8% | 829 | 85 | 10.3% | 404 | 71 | 17.6% |
| 2004 | 153 | 12 | 7.8% | 810 | 65 | 8.0% | 401 | 62 | 15.5% |
| 2005 | 166 | 28 | 16.9% | 837 | 75 | 9.0% | 405 | 75 | 18.5% |
| 2006 | 170 | 23 | 13.5% | 859 | 65 | 7.6% | 405 | 46 | 11.4% |
| 2007 | 167 | 38 | 22.8% | 904 | 79 | 8.7% | 410 | 73 | 17.8% |
| 2008 | 159 | 22 | 13.8% | 928 | 82 | 8.8% | 347 | 40 | 11.5% |
| 2009 | 164 | 17 | 10.4% | 931 | 70 | 7.5% | 358 | 50 | 14.0% |
| 2010 | 175 | 27 | 15.4% | 999 | 84 | 8.4% | 375 | 58 | 15.5% |
| 2011 | 188 | 21 | 11.2% | 1264 | 112 | 8.9% | 423 | 57 | 13.5% |
| 2012 | 172 | 20 | 11.6% | 948 | 103 | 10.9% | 397 | 52 | 13.1% |
| 2013 | 184 | 30 | 16.3% | 1035 | 116 | 11.2% | 371 | 74 | 19.9% |
| 2014 | 172 | 18 | 10% | 1020 | 121 | 12% | 387 | 92 | 50% |
| Total | 3,486 | 510 | 15% | 25,101 | 2,431 | 10% | 8,333 | 1,218 | 15% |

| Table 16 | | | | | | |
|--|----------------------|---------|-------|------------------|---------|-------|
| Annual Attrition Rates for Personnel in Occupational Therapy and Physical Therapy for 1976-77 Through 2014-15 | | | | | | |
| | Occupational Therapy | | | Physical Therapy | | |
| Year | Employed | Leavers | % | Employed | Leavers | % |
| 1977 | 0 | 0 | 0.0% | 0 | 0 | 0.0% |
| 1978 | 0 | 0 | 0.0% | 0 | 0 | 0.0% |
| 1979 | 0 | 0 | 0.0% | 0 | 0 | 0.0% |
| 1980 | 17 | 3 | 17.6% | 9 | 2 | 22.2% |
| 1981 | 33 | 8 | 24.2% | 29 | 6 | 20.7% |
| 1982 | 46 | 8 | 17.4% | 36 | 10 | 27.8% |
| 1983 | 53 | 10 | 18.9% | 46 | 7 | 15.2% |
| 1984 | 59 | 12 | 20.3% | 45 | 13 | 28.9% |
| 1985 | 61 | 11 | 18.0% | 43 | 6 | 14.0% |
| 1986 | 70 | 9 | 12.9% | 47 | 5 | 10.6% |
| 1987 | 81 | 9 | 11.1% | 59 | 8 | 13.6% |
| 1988 | 85 | 11 | 12.9% | 77 | 10 | 13.0% |
| 1989 | 98 | 11 | 11.2% | 79 | 12 | 15.2% |
| 1990 | 102 | 11 | 10.8% | 81 | 13 | 16.0% |
| 1991 | 108 | 18 | 16.7% | 81 | 8 | 9.9% |
| 1992 | 109 | 13 | 11.9% | 84 | 19 | 22.6% |
| 1993 | 120 | 17 | 14.2% | 81 | 12 | 14.8% |
| 1994 | 123 | 16 | 13.0% | 90 | 13 | 14.4% |
| 1995 | 125 | 25 | 20.0% | 89 | 16 | 18.0% |
| 1996 | 148 | 21 | 14.2% | 103 | 20 | 19.4% |
| 1997 | 161 | 12 | 7.5% | 117 | 11 | 9.4% |
| 1998 | 150 | 13 | 8.7% | 97 | 9 | 9.3% |
| 1999 | 178 | 20 | 11.2% | 114 | 17 | 14.9% |
| 2000 | 202 | 20 | 9.9% | 118 | 14 | 11.9% |
| 2001 | 220 | 29 | 13.2% | 126 | 20 | 15.9% |
| 2002 | 239 | 34 | 14.2% | 129 | 16 | 12.4% |
| 2003 | 236 | 21 | 8.9% | 133 | 21 | 15.8% |
| 2004 | 239 | 25 | 10.5% | 128 | 13 | 10.2% |
| 2005 | 240 | 31 | 12.9% | 132 | 16 | 12.1% |
| 2006 | 250 | 32 | 12.8% | 140 | 18 | 12.9% |
| 2007 | 260 | 34 | 13.1% | 147 | 13 | 8.8% |

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| | | | | | | |
|--------------|-------|-----|-------|-------|-----|-------|
| 2008 | 267 | 28 | 10.5% | 146 | 12 | 8.2% |
| 2009 | 270 | 19 | 7.0% | 144 | 13 | 9.0% |
| 2010 | 297 | 39 | 13.1% | 154 | 15 | 9.7% |
| 2011 | 414 | 43 | 10.4% | 245 | 26 | 10.6% |
| 2012 | 273 | 26 | 9.5% | 135 | 15 | 11.1% |
| 2013 | 300 | 32 | 10.7% | 163 | 21 | 12.9% |
| 2014 | 291 | 25 | 9% | 159 | 15 | 9% |
| Total | 5,925 | 696 | 11.7% | 3,606 | 465 | 12.9% |

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| Table 17 | | | |
|---|------------------------------|-----------------------------|-----------------------|
| Attrition for Districts Employing 11 or More Personnel in Order of | | | |
| District Number | | | |
| District Number | Employed in 2014-2015 | Leavers in 2015-2016 | Attrition Rate |
| 115 | 19 | 2 | 10.5% |
| 202 | 77 | 19 | 24.7% |
| 204 | 24 | 3 | 12.5% |
| 207 | 30 | 6 | 20.0% |
| 229 | 414 | 43 | 10.4% |
| 230 | 46 | 4 | 8.7% |
| 231 | 114 | 19 | 16.7% |
| 232 | 89 | 11 | 12.4% |
| 233 | 431 | 49 | 11.4% |
| 234 | 16 | 2 | 12.5% |
| 244 | 29 | 3 | 10.3% |
| 253 | 112 | 14 | 12.5% |
| 259 | 1075 | 114 | 10.6% |
| 260 | 110 | 14 | 12.7% |
| 261 | 105 | 10 | 9.5% |
| 263 | 41 | 5 | 12.2% |
| 273 | 45 | 4 | 8.9% |
| 282 | 22 | 5 | 22.7% |
| 290 | 40 | 5 | 12.5% |
| 305 | 257 | 33 | 12.8% |
| 308 | 83 | 9 | 10.8% |
| 320 | 64 | 9 | 14.1% |
| 321 | 29 | 7 | 24.1% |
| 330 | 13 | 0 | 0.0% |
| 333 | 53 | 8 | 15.1% |
| 336 | 65 | 5 | 7.7% |
| 345 | 84 | 10 | 11.9% |
| 353 | 35 | 9 | 25.7% |
| 364 | 20 | 5 | 25.0% |
| 368 | 140 | 5 | 3.6% |
| 372 | 13 | 2 | 15.4% |
| 373 | 100 | 14 | 14.0% |
| 379 | 55 | 6 | 10.9% |
| 383 | 155 | 21 | 13.5% |
| 385 | 15 | 5 | 33.3% |
| 389 | 10 | 1 | 10.0% |
| 405 | 41 | 6 | 14.6% |
| 407 | 20 | 1 | 5.0% |

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| | | | |
|--------------|------|------|-------|
| 409 | 33 | 6 | 18.2% |
| 418 | 100 | 14 | 14.0% |
| 428 | 69 | 9 | 13.0% |
| 437 | 132 | 26 | 19.7% |
| 450 | 65 | 7 | 10.8% |
| 453 | 69 | 12 | 17.4% |
| 457 | 127 | 24 | 18.9% |
| 458 | 61 | 10 | 16.4% |
| 465 | 105 | 14 | 13.3% |
| 469 | 59 | 8 | 13.6% |
| 475 | 163 | 32 | 19.6% |
| 480 | 45 | 7 | 15.6% |
| 489 | 69 | 10 | 14.5% |
| 495 | 29 | 3 | 10.3% |
| 497 | 241 | 20 | 8.3% |
| 500 | 468 | 96 | 20.5% |
| 501 | 322 | 36 | 11.2% |
| 512 | 376 | 61 | 16.2% |
| 602 | 96 | 6 | 6.3% |
| 603 | 121 | 19 | 15.7% |
| 605 | 128 | 13 | 10.2% |
| 607 | 118 | 22 | 18.6% |
| 608 | 117 | 12 | 10.3% |
| 609 | 245 | 19 | 7.8% |
| 610 | 99 | 9 | 9.1% |
| 611 | 118 | 16 | 13.6% |
| 613 | 143 | 9 | 6.3% |
| 614 | 82 | 11 | 13.4% |
| 615 | 31 | 1 | 3.2% |
| 616 | 22 | 5 | 22.7% |
| 617 | 50 | 3 | 6.0% |
| 618 | 342 | 39 | 11.4% |
| 619 | 35 | 1 | 2.9% |
| 620 | 75 | 14 | 18.7% |
| 636 | 83 | 13 | 15.7% |
| 637 | 178 | 8 | 4.5% |
| 638 | 217 | 23 | 10.6% |
| Total | 8924 | 1126 | 12.6% |

| Table 18 | | | |
|---|------------------------------|-----------------------------|-----------------------|
| Attrition for Districts Employing 11 or More Personnel in Order of | | | |
| Attrition Rate | | | |
| District Number | Employed in 2014-2015 | Leavers in 2015-2016 | Attrition Rate |
| 385 | 15 | 5 | 33.3% |
| 353 | 35 | 9 | 25.7% |
| 364 | 20 | 5 | 25.0% |
| 202 | 77 | 19 | 24.7% |
| 321 | 29 | 7 | 24.1% |
| 282 | 22 | 5 | 22.7% |
| 616 | 22 | 5 | 22.7% |
| 500 | 468 | 96 | 20.5% |
| 207 | 30 | 6 | 20.0% |
| 437 | 132 | 26 | 19.7% |
| 475 | 163 | 32 | 19.6% |
| 457 | 127 | 24 | 18.9% |
| 620 | 75 | 14 | 18.7% |
| 607 | 118 | 22 | 18.6% |
| 409 | 33 | 6 | 18.2% |
| 453 | 69 | 12 | 17.4% |
| 231 | 114 | 19 | 16.7% |
| 458 | 61 | 10 | 16.4% |
| 512 | 376 | 61 | 16.2% |
| 603 | 121 | 19 | 15.7% |
| 636 | 83 | 13 | 15.7% |
| 480 | 45 | 7 | 15.6% |
| 372 | 13 | 2 | 15.4% |
| 333 | 53 | 8 | 15.1% |
| 405 | 41 | 6 | 14.6% |
| 489 | 69 | 10 | 14.5% |
| 320 | 64 | 9 | 14.1% |
| 373 | 100 | 14 | 14.0% |
| 418 | 100 | 14 | 14.0% |
| 469 | 59 | 8 | 13.6% |
| 611 | 118 | 16 | 13.6% |
| 383 | 155 | 21 | 13.5% |
| 614 | 82 | 11 | 13.4% |
| 465 | 105 | 14 | 13.3% |
| 428 | 69 | 9 | 13.0% |
| 305 | 257 | 33 | 12.8% |
| 260 | 110 | 14 | 12.7% |

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| | | | |
|--------------|------|------|-------|
| 204 | 24 | 3 | 12.5% |
| 234 | 16 | 2 | 12.5% |
| 253 | 112 | 14 | 12.5% |
| 290 | 40 | 5 | 12.5% |
| 232 | 89 | 11 | 12.4% |
| 263 | 41 | 5 | 12.2% |
| 345 | 84 | 10 | 11.9% |
| 618 | 342 | 39 | 11.4% |
| 233 | 431 | 49 | 11.4% |
| 501 | 322 | 36 | 11.2% |
| 379 | 55 | 6 | 10.9% |
| 308 | 83 | 9 | 10.8% |
| 450 | 65 | 7 | 10.8% |
| 259 | 1075 | 114 | 10.6% |
| 638 | 217 | 23 | 10.6% |
| 115 | 19 | 2 | 10.5% |
| 229 | 414 | 43 | 10.4% |
| 244 | 29 | 3 | 10.3% |
| 495 | 29 | 3 | 10.3% |
| 608 | 117 | 12 | 10.3% |
| 605 | 128 | 13 | 10.2% |
| 389 | 10 | 1 | 10.0% |
| 261 | 105 | 10 | 9.5% |
| 610 | 99 | 9 | 9.1% |
| 273 | 45 | 4 | 8.9% |
| 230 | 46 | 4 | 8.7% |
| 497 | 241 | 20 | 8.3% |
| 609 | 245 | 19 | 7.8% |
| 336 | 65 | 5 | 7.7% |
| 613 | 143 | 9 | 6.3% |
| 602 | 96 | 6 | 6.3% |
| 617 | 50 | 3 | 6.0% |
| 407 | 20 | 1 | 5.0% |
| 637 | 178 | 8 | 4.5% |
| 368 | 140 | 5 | 3.6% |
| 615 | 31 | 1 | 3.2% |
| 619 | 35 | 1 | 2.9% |
| 330 | 13 | 0 | 0.0% |
| Total | 8924 | 1126 | 12.6% |

Table 19

| Total Attrition for Districts Averaging 100 or more Personnel | | | |
|--|------------------------------------|-----------------------------------|-----------------------|
| Employed Annually from 1986-87 to 2014-15 in order of District Number | | | |
| District Number | Employed 1986-87 to 2014-15 | Leavers 1986-87 to 2015-16 | Attrition Rate |
| 202 | 1801 | 219 | 12.2% |
| 229 | 5899 | 520 | 8.8% |
| 230 | 1003 | 129 | 12.9% |
| 231 | 1225 | 183 | 14.9% |
| 232 | 1595 | 227 | 14.2% |
| 233 | 8723 | 793 | 9.1% |
| 234 | 976 | 96 | 9.8% |
| 244 | 573 | 61 | 10.6% |
| 253 | 2842 | 303 | 10.7% |
| 259 | 21465 | 2284 | 10.6% |
| 260 | 3408 | 364 | 10.7% |
| 261 | 1771 | 196 | 11.1% |
| 263 | 754 | 79 | 10.5% |
| 273 | 1031 | 100 | 9.7% |
| 282 | 654 | 47 | 7.2% |
| 290 | 847 | 87 | 10.3% |
| 305 | 5099 | 449 | 8.8% |
| 308 | 2002 | 198 | 9.9% |
| 320 | 1310 | 173 | 13.2% |
| 321 | 782 | 88 | 11.3% |
| 330 | 353 | 44 | 12.5% |
| 333 | 1371 | 119 | 8.7% |
| 336 | 1363 | 101 | 7.4% |
| 345 | 1559 | 176 | 11.3% |
| 353 | 809 | 86 | 10.6% |
| 364 | 526 | 60 | 11.4% |
| 368 | 2754 | 225 | 8.2% |
| 372 | 560 | 40 | 7.1% |
| 373 | 2003 | 184 | 9.2% |
| 379 | 1473 | 132 | 9.0% |
| 383 | 2703 | 287 | 10.6% |
| 389 | 562 | 45 | 8.0% |
| 405 | 888 | 84 | 9.5% |
| 407 | 655 | 66 | 10.1% |
| 409 | 925 | 123 | 13.3% |
| 418 | 2113 | 189 | 8.9% |
| 428 | 1670 | 128 | 7.7% |

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| | | | |
|--------------|--------|-------|-------|
| 437 | 2218 | 217 | 9.8% |
| 450 | 1248 | 126 | 10.1% |
| 453 | 4512 | 613 | 13.6% |
| 457 | 2771 | 392 | 14.1% |
| 465 | 2379 | 244 | 10.3% |
| 475 | 3181 | 496 | 15.6% |
| 480 | 1144 | 173 | 15.1% |
| 489 | 2273 | 197 | 8.7% |
| 495 | 1147 | 105 | 9.2% |
| 497 | 5261 | 556 | 10.6% |
| 500 | 11154 | 1362 | 12.2% |
| 501 | 9083 | 762 | 8.4% |
| 512 | 11972 | 1072 | 9.0% |
| 602 | 2022 | 214 | 10.6% |
| 603 | 2958 | 276 | 9.3% |
| 605 | 2772 | 212 | 7.6% |
| 607 | 3067 | 296 | 9.7% |
| 608 | 2622 | 287 | 10.9% |
| 609 | 4297 | 404 | 9.4% |
| 610 | 2659 | 225 | 8.5% |
| 611 | 3012 | 310 | 10.3% |
| 613 | 3502 | 339 | 9.7% |
| 614 | 1597 | 175 | 11.0% |
| 615 | 876 | 85 | 9.7% |
| 616 | 685 | 100 | 14.6% |
| 617 | 1250 | 109 | 8.7% |
| 618 | 5381 | 555 | 10.3% |
| 619 | 1037 | 80 | 7.7% |
| 620 | 1649 | 142 | 8.6% |
| 636 | 1115 | 100 | 9.0% |
| 637 | 1973 | 162 | 8.2% |
| Total | 186864 | 19071 | 10.2% |

| Table 20 | | | |
|---|------------------------------------|-----------------------------------|-----------------------|
| Total Attrition for Districts Averaging 100 or more Personnel | | | |
| Employed Annually from 1986-87 to 2014-15 in order of Attrition Rate | | | |
| District Number | Employed 1986-87 to 2014-15 | Leavers 1986-87 to 2015-16 | Attrition Rate |
| 475 | 3181 | 496 | 15.6% |
| 480 | 1144 | 173 | 15.1% |
| 231 | 1225 | 183 | 14.9% |
| 616 | 685 | 100 | 14.6% |
| 232 | 1595 | 227 | 14.2% |
| 457 | 2771 | 392 | 14.1% |
| 453 | 4512 | 613 | 13.6% |
| 409 | 925 | 123 | 13.3% |
| 320 | 1310 | 173 | 13.2% |
| 230 | 1003 | 129 | 12.9% |
| 330 | 353 | 44 | 12.5% |
| 202 | 1801 | 219 | 12.2% |
| 500 | 11154 | 1362 | 12.2% |
| 364 | 526 | 60 | 11.4% |
| 321 | 782 | 88 | 11.3% |
| 345 | 1559 | 176 | 11.3% |
| 261 | 1771 | 196 | 11.1% |
| 614 | 1597 | 175 | 11.0% |
| 608 | 2622 | 287 | 10.9% |
| 253 | 2842 | 303 | 10.7% |
| 260 | 3408 | 364 | 10.7% |
| 244 | 573 | 61 | 10.6% |
| 259 | 21465 | 2284 | 10.6% |
| 353 | 809 | 86 | 10.6% |
| 383 | 2703 | 287 | 10.6% |
| 497 | 5261 | 556 | 10.6% |
| 602 | 2022 | 214 | 10.6% |
| 263 | 754 | 79 | 10.5% |
| 290 | 847 | 87 | 10.3% |
| 465 | 2379 | 244 | 10.3% |
| 611 | 3012 | 310 | 10.3% |
| 618 | 5381 | 555 | 10.3% |
| 407 | 655 | 66 | 10.1% |
| 450 | 1248 | 126 | 10.1% |
| 308 | 2002 | 198 | 9.9% |
| 234 | 976 | 96 | 9.8% |

Kansas Special Education Attrition Report 2014-2015

| | | | |
|--------------|--------|-------|-------|
| 437 | 2218 | 217 | 9.8% |
| 273 | 1031 | 100 | 9.7% |
| 607 | 3067 | 296 | 9.7% |
| 613 | 3502 | 339 | 9.7% |
| 615 | 876 | 85 | 9.7% |
| 405 | 888 | 84 | 9.5% |
| 609 | 4297 | 404 | 9.4% |
| 603 | 2958 | 276 | 9.3% |
| 373 | 2003 | 184 | 9.2% |
| 495 | 1147 | 105 | 9.2% |
| 233 | 8723 | 793 | 9.1% |
| 379 | 1473 | 132 | 9.0% |
| 512 | 11972 | 1072 | 9.0% |
| 636 | 1115 | 100 | 9.0% |
| 418 | 2113 | 189 | 8.9% |
| 229 | 5899 | 520 | 8.8% |
| 305 | 5099 | 449 | 8.8% |
| 333 | 1371 | 119 | 8.7% |
| 489 | 2273 | 197 | 8.7% |
| 617 | 1250 | 109 | 8.7% |
| 620 | 1649 | 142 | 8.6% |
| 610 | 2659 | 225 | 8.5% |
| 501 | 9083 | 762 | 8.4% |
| 368 | 2754 | 225 | 8.2% |
| 637 | 1973 | 162 | 8.2% |
| 389 | 562 | 45 | 8.0% |
| 428 | 1670 | 128 | 7.7% |
| 619 | 1037 | 80 | 7.7% |
| 605 | 2772 | 212 | 7.6% |
| 336 | 1363 | 101 | 7.4% |
| 282 | 654 | 47 | 7.2% |
| 372 | 560 | 40 | 7.1% |
| Total | 186864 | 19071 | 10.2% |

Appendix 1

School District Numbers

| Number | Name |
|--------|--|
| 202 | Turner |
| 229 | Blue Valley |
| 230 | Spring Hill |
| 231 | Gardner-Edgerton-Antioch |
| 232 | De Soto |
| 233 | Olathe |
| 234 | Fort Scott |
| 244 | Burlington, Coffey County Cooperative Program for Special Services |
| 250 | Pittsburg, now part of 637, Southeast Kansas Interlocal |
| 253 | Emporia, Flint Hills Special Education Cooperative |
| 259 | Wichita |
| 260 | Derby |
| 261 | Haysville |
| 263 | Mulvane |
| 273 | Beloit, Special Education Cooperative |
| 282 | Howard, Chautauqua and Elk County Special Education Services |
| 290 | Ottawa |
| 305 | Salina, Central Kansas Cooperative in Education |
| 308 | Hutchison |
| 315 | Colby Public Schools |
| 320 | Wamego, Special Services Cooperative of Wamego |
| 321 | Kaw Valley |
| 325 | Phillipsburg, Sponsored Coop until 2001 |
| 330 | Wabaunsee East |
| 333 | Concordia, USD, Learning Cooperative of North Central Kansas |
| 336 | Holton, Holton Special Education Cooperative |
| 345 | Seaman |
| 352 | Goodland |
| 353 | Wellington |
| 364 | Marysville, Marshall County Special Education Cooperative |
| 368 | Paola, East Central Kansas Special Education Cooperative |
| 372 | Silver Lake |
| 373 | Newton, Harvey County Special Education Cooperative |
| 379 | Clay Center, Twin Lakes Educational Cooperative |
| 382 | Pratt |
| 383 | Manhattan |
| 385 | Andover |
| 389 | Eureka |
| 405 | Lyons, Rice County Special Services Cooperative |
| 407 | Russell County |

Appendix 2

Districts Regions

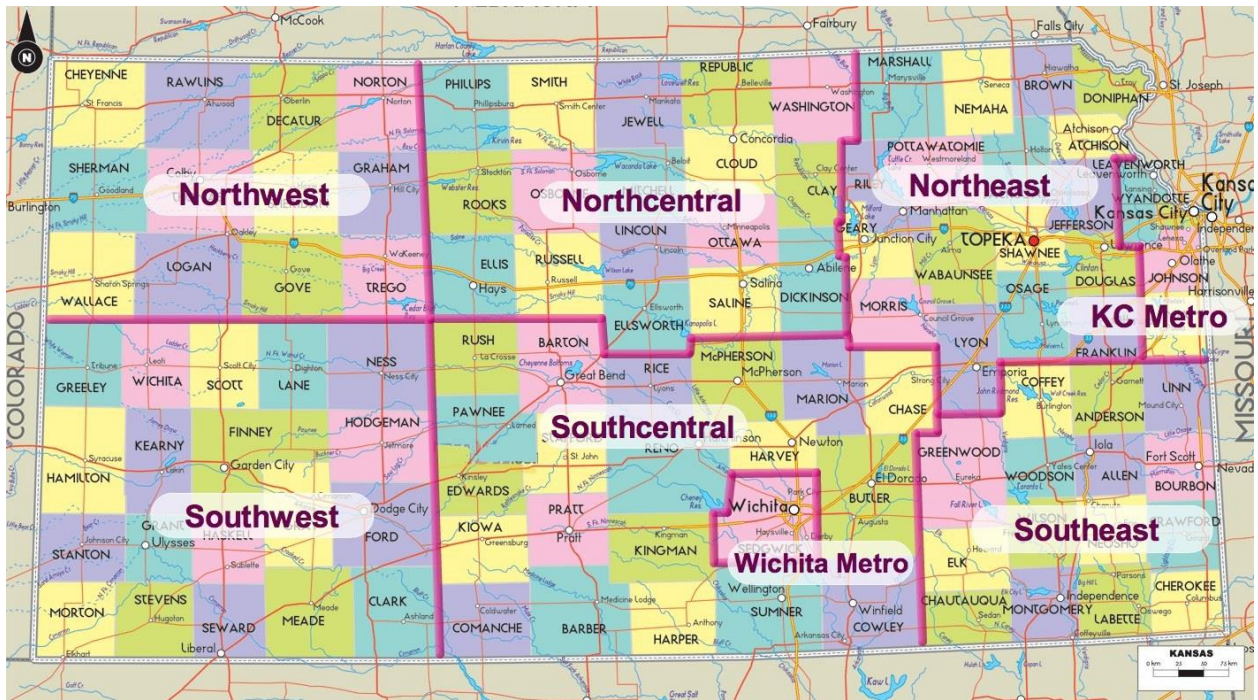


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