

Kansas Special Education Attrition Report 2020-2021

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Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2019-20 School Year Who Did Not Return for the 2020-21 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2019-20 and 2020-21 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. 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 2020-21. At the beginning of the 2020-21 school year, 1,489 of the 9,833 personnel employed during the 2019-20 school year did not return to a special education position in Kansas. This represented an attrition rate of 15.1%, higher than the previous year of 12.9%. This is also higher than the national average of 12.8%.

Table 2

Table 2 identifies the attrition rates for the 2020-21 school year for the 32 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:

- Early Childhood, 17.3%
- Behavior Disorder, 16.3%
- Interrelated, 13.9%
- Learning Disability, 9.7%
- Gifted, 14.7%

The largest related services categories had the following attrition rates:

- Nurses, 24.6%
- Social Worker, 15.8%
- Occupational Therapy, 14.5%
- Speech/Language, 15.0%
- School Psychologist, 13.8%

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 14.2% in 2020-21, which represented a continued increase in attrition and resulting in attrition higher than the national average for the second year in a row. There were a number of categories with attrition changes worth noting including early childhood (17.3%), adapted PE (24.1%) and hearing impaired (16.1%).

Related services continued to experience growth in total personnel from 3,679 in 2019-20 to 3,878 in 2020-21. There was a significant increase in the attrition rate from 12.9% to 16.3% in 2020-21. Several categories within related services experienced significantly high attrition rates including behavior specialists (20.0%), supervisor (22.4%), special education administrators (16.7%), and nurses (24.6%).

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2020-21. Categories not currently represented at the state level were removed from the report.

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 had a slight increase from 13.0% to 15.2%. Medium districts also increased slightly in attrition rate from 12.4% to 14.2%. Small districts continued the trend of increasing attrition each year with a significant rise in 2020-21 from 15.5% to 26.7%.

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-three districts were identified as rural. Rural districts experienced a consistent attrition rate of 13.2% to 14.1%. Urban districts also experienced an increase in attrition rate from 12.5% to 16.1%.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Cooperatives experienced the highest attrition rate with 23.8% of teachers not returning in 2020-21. Districts identified as other also had a significantly higher attrition rate at 22.5%. Interlocals and school districts experienced the lowest attrition between the categories with 12.9% and 13.7%, respectively.

Table 9

Table 9 identifies the attrition rates by geographical region. These regions and a corresponding map can be examined in Appendix 1 of this report. The northeast and East Central experienced the highest attrition rates with 20.2% and 21.4%. While Sedgwick County (13.5%) and North Central (11.5%) experienced the lowest.

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. Preschool personnel experienced the significant increase 9.2% to 14.8% in 2020-21. All other categories experienced a similar increase from 13% to 17.0%. High school personnel experienced the lowest attrition between the categories with 13.6% not returning.

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

Tables 11 through 16 summarized the annual attrition data for 16 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.

Tables 17, 18, 19, and 20

Tables 17 through 20 report attrition rates for individual school districts rather than individual personnel. Districts employing less than 12 personnel have been removed due to the lack of sufficient sample size. The attrition rate ranges from 42.1% to 0%. Table 20 is of particular interest in its historical data by district to identify districts with trending high attrition versus those that are averaging below national averages for overall attrition.

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 report for 2019-20 resulted in an overall increase in attrition.

The 2019-20 school year was one of the most unique that Kansas teachers have experienced facing the COVID pandemic and meeting students' needs in a variety of settings including in-person with mitigation strategies and virtual instruction. There has been much published at the national level about the increase in attrition of classroom teachers due to COVID. It will take some time for the national research to release the findings on the impact of COVID on teacher retention. Kansas clearly experienced a higher attrition rate after this unique year.

Kansas continues to face significant shortages in special education teachers. The federal government has modified the highly qualified requirements for special education teachers to help alleviate the shortage. Individuals with a bachelor's degree in a subject matter other than education can now be hired as a teacher of record while they pursue special education licensure. It will be helpful in future attrition studies to track individuals who are entering the special education classroom in this manner to determine if there is a difference in retention based on their preparation and the challenges of teaching before being fully licensed.

Table 1**Special Education Annual Attrition Rates for 1976-77 Through 2019-20**

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	14.8%
1984-85	4,533	681	15%
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%
1992-93	5,919	531	9%
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	10.2%
2000-01	7,618	844	11.1%
2001-02	7,886	866	11%
2002-03	7,995	848	10.6%
2003-04	7,922	780	9.8%
2004-05	8,053	884	11%
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	1,066	11.8%
2014-15	9,025	1,141	12.6%
2015-16	8,931	1,209	13.5%
2016-17	9,156	1,275	13.9%
2018-19	9,184	851	9.3%
2019-20	9,187	1,182	12.9%
2020-21	9833	1489	15.1%
Total	285,323	31,800	11.1%

Table 2

Attrition Rate For All Special Education Personnel by Category			
Category	Employed 2019-20	Leavers in 2020-21	Attrition Rate
Adapted PE	54	13	24.1%
Art Therapy	3	0	0.0%
Assistive Technology	8	1	12.5%
Audiology	27	2	7.4%
Behavior Disorder	257	42	16.3%
Behavior Specialist	29	6	20.7%
Counselors	163	16	9.8%
Early Childhood Handicapped	695	120	17.3%
Educational Interpreter	73	24	32.9%
Gifted	375	55	14.7%
Hearing Impaired	56	9	16.1%
Infant/Toddler	103	9	8.7%
Integration Specialist	34	6	17.6%
Interrelated Other	3572	498	13.9%
Learning Disabled	372	36	9.7%
Music Therapy	19	3	15.8%
Nurse	394	97	24.6%
Occupational Therapy	311	45	14.5%
Orientation/Mobility Specialist	8	0	0.0%
Personnel Development	19	2	10.5%
Physical Therapy	164	20	12.2%
Recreation Therapy	2	0	0.0%
Registered Dietician	5	1	20.0%
School Psychology	587	81	13.8%
Social Work	525	83	15.8%
Special Ed Administration	72	12	16.7%
Speech/Language	1107	166	15.0%
Supervisor	192	43	22.4%
Transition Services	43	5	11.6%
Visually Impaired	49	7	14.3%
Vocational Special Needs	10	3	30.0%
Work Study	4	0	0.0%

Table 3

Attrition Rate For Teaching Personnel			
Category	Teaching Personnel 2019-20	Leavers in 2020-21	Attrition Rate
Adapted PE	54	13	24.1%
Behavior Disorder	257	42	16.3%
Early Childhood Handicapped	695	120	17.3%
Gifted	375	55	14.7%
Hearing Impaired	56	9	16.1%
Interrelated Other	3572	498	13.9%
Infant/Toddler	103	9	8.7%
Learning Disabled	372	36	9.7%
Orientation/Mobility Specialist	8	0	0.0%
Visually Impaired	49	7	14.3%
Work Study	4	0	0.0%
Total	5545	789	14.2%

Table 4

Attrition Rate For Related Service Personnel			
Category	Related Services Personnel 2019-20	Leavers 2020-21	Attrition Rate
Special Ed Administration	72	12	16.7%
Assistive Technology	8	1	12.5%
Art Therapy	3	0	0.0%
Audiology	27	2	7.4%
Behavior Specialist	29	6	20.7%
Counselors	163	16	9.8%
Educational Interpreter	73	24	32.9%
Integration Specialist	34	6	17.6%
Music Therapy	19	3	15.8%
Nurse	394	97	24.6%
Occupational Therapy	311	45	14.5%
Personnel Development	19	2	10.5%
School Psychology	587	81	13.8%
Physical Therapy	164	20	12.2%
Registered Dietician	5	1	20.0%
Recreation Therapy	2	0	0.0%
Speech/Language	1107	166	15.0%
Supervisor	192	43	22.4%
Social Work	525	83	15.8%
Transition Services	43	5	11.6%
Vocational Special Needs	10	3	30.0%
Total	3787	616	16.3%

Table 5**Summary of Personnel Attrition by Category from 1976-77 to 2020-21**

Category	Employed from 1976-77 to 2019-20	Leavers from 1976- 77 to 2020-21	Attrition Rate
Adapted PE	2,095	227	10.8%
Art Therapy	251	30	12.0%
Assistive Technology	265	15	5.7%
Audiology	940	93	9.9%
Behavior Disorder	13,862	1761	12.7%
Behavior Specialist	675	88	13.0%
Braille Transcriber	89	10	11.2%
Counselors	3,817	557	14.6%
Early Childhood Handicapped	14,283	1335	9.3%
Educational Interpreter	1,922	438	22.8%
Gifted	17,170	1870	10.9%
Hearing Impaired	2,936	350	11.9%
Infant/Toddler	1,466	155	10.6%
Integration Specialist	11,141	1325	11.9%
Interrelated	58,046	6347	10.9%
Learning Disability	22,570	2482	11.0%
Music Therapy	498	49	9.8%
Nurse	9,815	1403	14.3%
Occupational Therapy	6,237	715	11.5%
Orientation/Mobility Specialist	1,203	228	19.0%
Other Assignment	173	25	14.5%
Personnel Development	402	47	11.7%
Physical Therapy	4,829	574	11.9%
Recreation Therapy	37	6	16.2%
Registered Dietician	1,725	160	9.3%
School Psychology	18,065	1517	8.4%
Severe/Multiple Handicapped	3,233	383	11.8%
Social Work	12,639	1167	9.2%
Special Ed Administration	4,077	438	10.7%
Speech/Language	27,755	2762	10.0%
Supervisor	3,595	322	9.0%
Transition Services	696	58	8.3%
Visually Impaired	1,631	135	8.3%
Vocational Special Needs	1,055	137	13.0%
Work Study	606	42	6.9%

Table 6**Attrition for Small, Medium, and Large Districts**

District Size	Number of Districts	Employed 2019-20	Leavers in 2020-21	Attrition Rate
Large Districts	29	7961	1213	15.2%
Medium Districts	48	1797	256	14.2%
Small Districts	31	75	20	26.7%
Total	108	9833	1489	15.1%

Table 7**Attrition for Urban and Rural Districts**

District Location	Number of Districts	Employed in 2019-20	Leavers in 2020-21	Attrition Rate
Rural	83	4848	684	14.1%
Urban	25	4985	805	16.1%
Total	108	9833	1489	15.1%

Table 8**Special Education Attrition by Type of Administrative Plan**

Administrative Plan	Number of Districts	Employed 2019-20	Leavers in 2020-21	Attrition Rate
Cooperative	25	1535	366	23.8%
Interlocal	19	3959	512	12.9%
Other	26	173	39	22.5%
School District	38	4166	572	13.7%
Total	108	9833	1489	15.1%

Table 9

Special Education Attrition by Geographic Region				
Geographic Region	Number of Districts	Employed 2019-20	Leavers 2020-21	Attrition Rate
1. Northwest	9	102	16	15.7%
2. Southwest	9	419	65	15.5%
3. North Central	17	2714	311	11.5%
4. South Central	18	369	68	18.4%
5. Sedgwick County	7	1515	205	13.5%
6. Northeast	12	515	104	20.2%
7. Wyandotte and Johnson Counties	13	2529	410	16.2%
8. East Central	14	1086	232	21.4%
9. Southeast	9	584	78	13.4%
Total	108	102	16	15.7%

Table 10

Special Education Attrition for Teaching Personnel by Grade Level Assignments				
Grade Levels	Traditional Name	Employed 2019-20	Leavers 2020-21	Attrition Rate
Preschool	Preschool	1475	219	14.8%
Infant/Toddler to 12	All	2196	373	17.0%
K-9	Elementary	3006	437	14.5%
6 - 8	Middle	1335	212	15.9%
7 - 12	Secondary	1821	248	13.6%
	Total	9833	1489	15.1%

Table 11: Annual Attrition Rates for Personnel in the Behavior Disability and Learning Disability from 1976-2019.

Year	Behavior Disability			Learning Disability		
	Employed	Leavers	%	Employed	Leavers	%
1977	195	32	16.4%	513	84	16.4%
1978	260	52	20.0%	594	94	15.8%
1979	295	73	24.7%	684	105	15.4%
1980	336	53	15.8%	768	116	15.1%
1981	386	68	17.6%	826	108	13.1%
1982	399	52	13.0%	824	80	9.7%
1983	429	73	17.0%	872	118	13.5%
1984	445	65	14.6%	867	110	12.7%
1985	453	71	15.7%	887	121	13.6%
1986	466	68	14.6%	910	84	9.2%
1987	466	72	15.5%	916	113	12.3%
1988	451	63	14.0%	875	82	9.4%
1989	460	50	10.9%	844	78	9.2%
1990	492	58	11.8%	845	61	7.2%
1991	515	52	10.1%	824	61	7.4%
1992	481	53	11.0%	762	67	8.8%
1993	471	47	10.0%	679	66	9.7%
1994	370	37	10.0%	498	44	8.8%
1995	346	34	9.8%	464	37	8.0%
1996	382	34	8.9%	455	38	8.4%
1997	374	37	9.9%	428	27	6.3%
1998	380	49	12.9%	399	37	9.3%
1999	377	47	12.5%	408	46	11.3%
2000	365	42	11.5%	398	45	11.3%
2001	334	35	10.5%	402	58	14.4%
2002	330	40	12.1%	423	46	10.9%
2003	327	34	10.4%	430	49	11.4%
2004	321	28	8.7%	460	58	12.6%
2005	309	29	9.4%	430	48	11.2%
2006	283	17	6.0%	443	54	12.2%
2007	292	36	12.3%	444	50	11.3%
2008	264	26	9.8%	398	37	9.3%
2009	262	21	8.0%	375	27	7.2%
2010	248	37	14.9%	363	40	11.0%

2011	172	17	9.9%	300	24	8.0%
2012	192	17	8.9%	304	31	10.2%
2013	188	23	12.2%	251	23	9.2%
2014	188	30	16.0%	250	31	12.4%
2015	188	26	13.8%	195	26	13.3%
2016	172	35	20.3%	224	26	11.6%
2017	184	17	9.2%	201	14	7.0%
2018	233	32	13.7%	352	52	14.8%
2019	257	42	16.3%	372	36	9.7%
Total	14,338	1,824	12.3%	23,157	2,522	10.9%

Table 12: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2019.

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%
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	13.2%	408	58	14.2%	571	73	12.8%
2015	3,320	443	13.3%	410	59	14.4%	559	68	12.2%
2016	3,573	579	16.2%	384	54	14.1%	597	73	12.2%
2017	3,661	334	9.1%	381	32	8.4%	618	57	9.2%
2018	3,296	415	12.6%	364	52	14.3%	607	81	13.3%
2019	3,572	498	13.9%	375	55	14.7%	695	120	17.3%
Total	82,560	9,320	11.3%	17,134	1,870	10.9%	14,853	1,525	10.3%

Table 13: Annual Attrition Rates for Personnel in the Hearing Impaired, Visually Impaired, and Severe/Multiple Disabilities from 1976-2019.

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%
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	8.8%	56	8	14.3%	114	9	7.9%
2015	65	6	9.2%	50	6	12.0%	111	19	17.1%
2016	61	6	9.8%	50	8	16.0%	123	20	16.3%
2017	61	9	14.8%	46	6	13.0%	124	11	8.9%
2018	54	3	5.6%	44	4	9.1%	96	13	13.5%
2019	56	9	16.1%	49	7	14.3%	106	11	10.4%
Total	2,936	350	11.9%	1,631	134	8.2%	3,569	422	11.8%

Table 14: Annual Attrition Rates for Personnel in the School Psychology, Social Work, and Special Ed Administration from 1976-2019.

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%
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	9.8%	396	44	11.1%	97	14	14.4%
2015	615	93	15.1%	430	57	13.3%	92	15	16.3%
2016	543	55	10.1%	431	48	11.1%	83	6	7.2%
2017	548	54	9.9%	389	45	11.6%	84	3	3.6%
2018	565	55	9.7%	483	65	13.5%	80	15	18.8%
2019	587	81	13.8%	525	83	15.8%	72	12	16.7%
Total	19,277	1,618	8.4%	10,799	1,056	9.8%	4,202	352	8.4%

Table 15: Annual Attrition Rates for Personnel in the Special Ed. Counselor, Speech/Language, and Special Education Nurse from 1976-2019.

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%
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	10.5%	1020	121	11.9%	387	92	23.8%
2015	163	20	12.3%	1117	155	13.9%	327	49	15.0%
2016	172	27	15.7%	1040	113	10.9%	375	63	16.8%
2017	167	20	12.0%	1005	85	8.5%	339	28	8.3%
2018	168	25	14.9%	1064	124	11.7%	379	75	19.8%
2019	163	16	9.8%	1107	166	15.0%	394	97	24.6%
Total	4,319	618	14.3%	30,434	3,074	10.1%	10,147	1,530	15.1%

Table 16: Annual Attrition Rates for Personnel in the Occupational Therapy and Physical Therapy from 1976-2019.

Year	Occupational Therapy			Physical Therapy		
	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%
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	8.6%	159	15	9.5%
2015	330	35	10.6%	171	20	11.7%
2016	290	33	11.4%	160	12	7.5%
2017	281	0	0%	156	9	5.8%
2018	300	27	9.0%	165	16	9.7%
2019	311	45	14.5%	164	20	12.2%
Total	7,437	834	11.2%	4,422	542	12.3%

Table 17**Attrition for Districts Employing 11 or More Personnel in Order of District Number**

District Number	Employed in 2019-20	Leavers in 2020-21	Attrition Rate
115	18	2	11.1%
202	79	9	11.4%
203	21	4	19.0%
204	33	5	15.2%
207	26	5	19.2%
229	487	83	17.0%
230	81	19	23.5%
231	137	14	10.2%
232	108	13	12.0%
233	526	61	11.6%
234	22	1	4.5%
244	41	2	4.9%
253	115	20	17.4%
259	1206	160	13.3%
260	147	30	20.4%
261	111	9	8.1%
263	41	2	4.9%
273	49	4	8.2%
282	28	3	10.7%
290	49	6	12.2%
305	278	34	12.2%
308	97	11	11.3%
320	64	8	12.5%
321	33	5	15.2%
330	13	0	0.0%
333	45	6	13.3%
336	52	3	5.8%
345	107	13	12.1%
353	40	15	37.5%
364	25	2	8.0%
368	149	17	11.4%
372	13	0	0.0%
373	101	16	15.8%
379	50	5	10.0%
383	161	28	17.4%
385	13	1	7.7%
389	11	1	9.1%
405	38	4	10.5%
407	19	8	42.1%
409	36	3	8.3%
418	102	9	8.8%
428	67	4	6.0%

437	140	29	20.7%
450	63	5	7.9%
453	74	16	21.6%
457	108	11	10.2%
458	78	11	14.1%
465	114	15	13.2%
469	77	17	22.1%
475	152	19	12.5%
480	53	11	20.8%
489	83	13	15.7%
495	27	7	25.9%
497	257	34	13.2%
500	500	145	29.0%
501	355	126	35.5%
512	420	36	8.6%
602	92	10	10.9%
603	125	19	15.2%
605	123	21	17.1%
607	124	22	17.7%
608	157	41	26.1%
609	299	33	11.0%
610	109	15	13.8%
611	110	21	19.1%
613	145	22	15.2%
614	84	14	16.7%
615	32	8	25.0%
616	18	2	11.1%
617	50	9	18.0%
618	367	33	9.0%
619	38	3	7.9%
620	82	15	18.3%
636	74	4	5.4%
637	181	16	8.8%
638	225	19	8.4%

Table 18**Attrition for Districts Employing 11 or More Personnel in Order of Attrition Rate**

District Number	Employed in 2019-20	Leavers in 2020-21	Attrition Rate
407	19	8	42.1%
353	40	15	37.5%
501	355	126	35.5%
500	500	145	29.0%
608	157	41	26.1%
495	27	7	25.9%
615	32	8	25.0%
230	81	19	23.5%
469	77	17	22.1%
453	74	16	21.6%
480	53	11	20.8%
437	140	29	20.7%
260	147	30	20.4%
207	26	5	19.2%
611	110	21	19.1%
203	21	4	19.0%
620	82	15	18.3%
617	50	9	18.0%
607	124	22	17.7%
253	115	20	17.4%
383	161	28	17.4%
605	123	21	17.1%
229	487	83	17.0%
614	84	14	16.7%
373	101	16	15.8%
489	83	13	15.7%
603	125	19	15.2%
613	145	22	15.2%
204	33	5	15.2%
321	33	5	15.2%
458	78	11	14.1%
610	109	15	13.8%
333	45	6	13.3%
259	1206	160	13.3%
497	257	34	13.2%
465	114	15	13.2%
320	64	8	12.5%
475	152	19	12.5%

290	49	6	12.2%
305	278	34	12.2%
345	107	13	12.1%
232	108	13	12.0%
233	526	61	11.6%
368	149	17	11.4%
202	79	9	11.4%
308	97	11	11.3%
115	18	2	11.1%
616	18	2	11.1%
609	299	33	11.0%
602	92	10	10.9%
282	28	3	10.7%
405	38	4	10.5%
231	137	14	10.2%
457	108	11	10.2%
379	50	5	10.0%
389	11	1	9.1%
618	367	33	9.0%
637	181	16	8.8%
418	102	9	8.8%
512	420	36	8.6%
638	225	19	8.4%
409	36	3	8.3%
273	49	4	8.2%
261	111	9	8.1%
364	25	2	8.0%
450	63	5	7.9%
619	38	3	7.9%
385	13	1	7.7%
428	67	4	6.0%
336	52	3	5.8%
636	74	4	5.4%
244	41	2	4.9%
263	41	2	4.9%
234	22	1	4.5%
330	13	0	0.0%
372	13	0	0.0%

Table 19
Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2019-20 in order of Attrition

District Number	Employed 1986-87 to 2019-20	Leavers 1986-87 to 2020-21	Attrition Rate
202	2,124	259	12.2%
229	7,736	786	10.2%
230	1,272	176	13.8%
231	1,744	254	14.6%
232	1,999	272	13.6%
233	10,531	989	9.4%
234	1,039	100	9.6%
244	664	74	11.1%
253	3,109	336	10.8%
259	25,720	2802	10.9%
260	3,935	439	11.2%
261	2,199	227	10.3%
263	917	92	10.0%
273	1,174	117	10.0%
290	1,031	107	10.4%
305	5,886	535	9.1%
308	2,364	230	9.7%
320	1,500	196	13.1%
321	900	105	11.7%
330	406	45	11.1%
333	1,521	140	9.2%
345	1,933	224	11.6%
353	961	113	11.8%
364	599	67	11.2%
373	2,294	221	9.6%
379	1,630	155	9.5%
383	3,317	370	11.2%
405	998	100	10.0%
407	739	80	10.8%
409	1,064	139	13.1%
418	2,413	216	9.0%
437	2,751	299	10.9%
450	1,496	147	9.8%
453	4,804	654	13.6%

457	3,230	438	13.6%
465	2,724	296	10.9%
475	3,799	566	14.9%
480	1,339	194	14.5%
489	2,512	230	9.2%
495	1,230	122	9.9%
497	6,266	674	10.8%
500	13,061	1693	13.0%
512	13,572	1255	9.2%
602	2,427	260	10.7%
603	3,440	332	9.7%
607	3,521	355	10.1%
608	3,200	367	11.5%
609	5,417	538	9.9%
611	3,458	375	10.8%
613	4,059	433	10.7%
614	1,922	211	11.0%
615	998	97	9.7%
616	768	110	14.3%
617	1,448	136	9.4%
618	6,792	714	10.5%
620	1,960	182	9.3%
636	1,439	131	9.1%

Appendix 1

District Regions

