

Kansas Special Education Attrition Report 2020-2021

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Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2020-21 School Year Who Did Not Return for the 2021-22 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2020-21 and 2021-22 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

The chart below identifies the attrition rates for all certified special education personnel for the last 5 years, 1,602 of the 9,768 personnel employed did not return to a special education position in Kansas in 2021-22. This represented an attrition rate of 16.4%, higher than the previous year of 15.1%. This is also higher than the national average of 12.8%. For longer term trends, Table 1 contains attrition data for each year from 1976-77 to present.

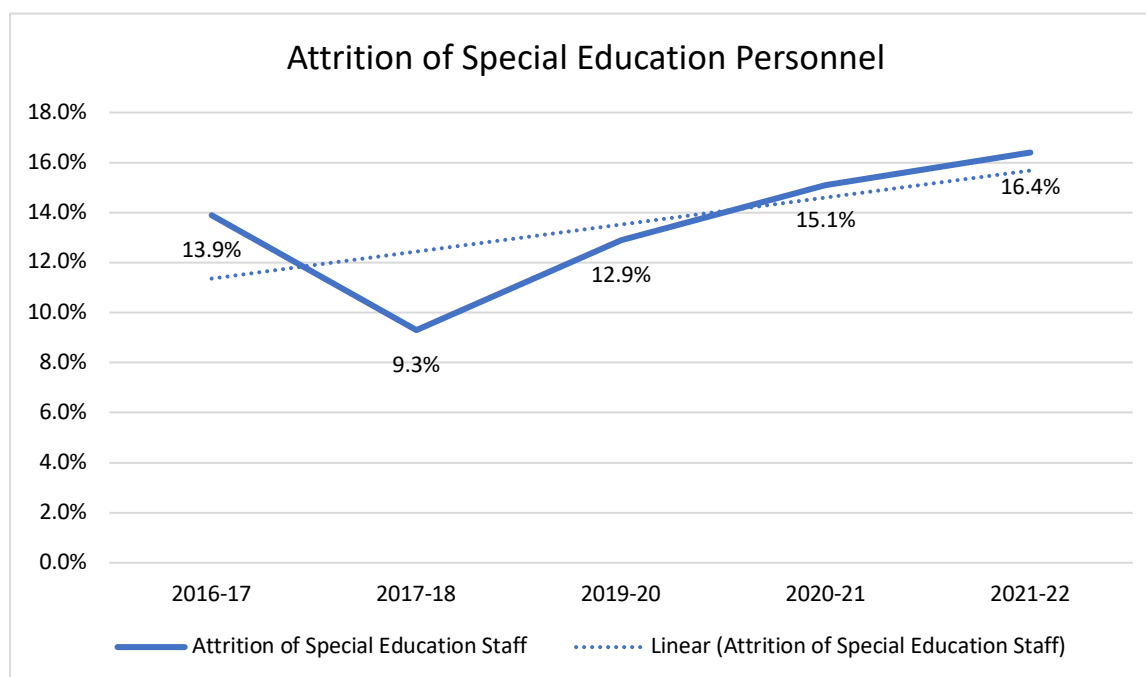


Table 2

Table 2 identifies the attrition rates for the 2021-22 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:

- Hearing Impaired, 18.9%
- Gifted, 18.4%
- Visually Impaired, 18.4%
- Interrelated, 16.6%
- Behavior Disorder, 15.6%

The largest related services categories had the following attrition rates:

- Behavior Specialists, 31.3%
- Nurses, 26.1%
- Social Worker, 23.1%
- Music Therapy, 22.2%
- Education Interpreter, 20.6%

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 16.1% to 14.2% in 2021-22, which represented a continued increase in attrition and resulting in attrition higher than the national average for the third year in a row. There were a number of categories with attrition changes worth noting including interrelated which lost 589 teachers compared to 498 the previous year. This is a significant number of positions to fill across the state. Additionally, gifted personnel experienced an increase from 14.7% to 18.4%.

Related services continued to a decline in personnel for the first time in several years from growth in total personnel from 3,878 in 2020-21 to 3,747 in 2021-22. The attrition rate continued to increase from 16.3% to 17.3%. Several categories within related services experienced significantly high attrition rates including behavior specialists (31.3%), nurses (26.1%), and social workers (23.1%).

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2021-22. 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 continued to experience an increase from 15.2% to 16.7%. Medium districts remained stable at

14.5%. Small districts continued the trend of increasing attrition each year with a significant rise in 2020-21 26.7% to 32.9%.

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 14.1% to 15.8%. Urban districts also experienced an increase in attrition rate from 16.1% to 17.0%.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Cooperatives continued to experience the highest attrition rate with 25.2% of teachers not returning in 2021-22. Districts identified as other were stable with very little change in the attrition rate. Interlocals and school districts experienced the lowest attrition between the categories with 15.2% and 14.1%, 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 Southwest (20.3%) and East Central (21.5%) had the highest attrition rates. The Northwest and Northeast had the lowest attrition rates at 14.3%.

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 (17.4%) and elementary personnel (17.7%) had the highest attrition rate. High school personnel experienced the lowest attrition a second year in a row with 14.3% 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 37.1% 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 2021-22 resulted in a significant increase in attrition.

During the 2021-22 school year schools continued to deal with unprecedented pressures from the COVID pandemic. Many schools continued to experience virtual learning environments, increased student absences, and significant gaps in student learning from missed instruction. Additionally, in the special education environment a shortage of paraprofessionals created additional pressures on special education personnel. A recent study by the Brookings Institute found that the pandemic has significantly impacted educators' perception of staying in the field of education (Zamara, Camp, Fuchsman, & McGee, 2021). In the study, 42% of educators stated they had considered leaving the field in the past year, half of which reported the reason for leaving was due to COVID. For Kansas in particular, the increased attrition rate in 2021-22 adds stress and pressure to an already existing challenge of recruiting highly qualified special educators for all districts across the state.

Zamara, Camp, Fuchsman, & McGee (2021) How the Pandemic Has Changed Teachers' Commitment to Remaining in the Classroom. Brookings Institute. Retrieved on June 15, 2022)

Table 1			
Special Education Annual Attrition Rates for 1976-77 Through 2020-21			
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%
2020-21	9,187	1,182	12.9%
2020-21	9,833	1,489	15.1%
2021-22	9,768	1,602	16.4%
Total	295,091	33,402	11.4%

Table 2**Attrition Rate For All Special Education Personnel by Category**

Category	Employed 2020-21	Leavers in 2021-22	Attrition Rate
Adapted PE	50	6	12.0%
Art Therapy	3	1	33.3%
Assistive Technology	10	0	0.0%
Audiology	27	3	11.1%
Behavior Disorder	250	39	15.6%
Behavior Specialist	32	10	31.3%
Counselors	160	18	11.3%
Early Childhood Handicapped	702	104	14.8%
Educational Interpreter	63	13	20.6%
Gifted	365	67	18.4%
Hearing Impaired	53	10	18.9%
Infant/Toddler	107	12	11.2%
Integration Specialist	36	7	19.4%
Interrelated Other	3547	589	16.6%
Learning Disabled	391	50	12.8%
Music Therapy	18	4	22.2%
Nurse	372	97	26.1%
Occupational Therapy	312	47	15.1%
Orientation/Mobility Specialist	8	2	25.0%
Personnel Development	20	1	5.0%
Physical Therapy	157	10	6.4%
Recreation Therapy	2	1	50.0%
Registered Dietician	5	0	0.0%
School Psychology	594	87	14.6%
Social Work	520	120	23.1%
Special Ed Administration	73	8	11.0%
Speech/Language	1134	189	16.7%
Supervisor	168	29	17.3%
Transition Services	33	3	9.1%
Visually Impaired	49	9	18.4%
Vocational Special Needs	8	2	25.0%
Work Study	4	1	25.0%

Table 3			
Attrition Rate For Teaching Personnel			
Category	Teaching Personnel 2020-21	Leavers in 2021-22	Attrition Rate
Adapted PE	50	6	12.0%
Behavior Disorder	250	39	15.6%
Early Childhood Handicapped	702	104	14.8%
Gifted	365	67	18.4%
Hearing Impaired	53	10	18.9%
Interrelated Other	3547	589	16.6%
Infant/Toddler	107	12	11.2%
Learning Disabled	391	50	12.8%
Orientation/Mobility Specialist	8	2	25.0%
Visually Impaired	49	9	18.4%
Work Study	4	1	25.0%
Total	5526	889	16.1%

Table 4			
Attrition Rate For Related Service Personnel			
Category	Related Services Personnel 2020-21	Leavers 2021-22	Attrition Rate
Special Ed Administration	73	8	11.0%
Assistive Technology	10	0	0.0%
Art Therapy	3	1	33.3%
Audiology	27	3	11.1%
Behavior Specialist	32	10	31.3%
Counselors	160	18	11.3%
Educational Interpreter	63	13	20.6%
Integration Specialist	36	7	19.4%
Music Therapy	18	4	22.2%
Nurse	372	97	26.1%
Occupational Therapy	312	47	15.1%
Personnel Development	20	1	5.0%
School Psychology	594	87	14.6%
Physical Therapy	157	10	6.4%
Registered Dietician	5	0	0.0%
Recreation Therapy	2	1	50.0%
Speech/Language	1134	189	16.7%
Supervisor	168	29	17.3%
Social Work	520	120	23.1%
Transition Services	33	3	9.1%
Vocational Special Needs	8	2	25.0%
Total	3747	650	17.3%

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

Category	Employed from 1976-77 to 2020-21	Leavers from 1976- 77 to 2020-21	Attrition Rate
Adapted PE	2,145	233	10.9%
Art Therapy	254	31	12.2%
Assistive Technology	275	15	5.5%
Audiology	967	96	9.9%
Behavior Disorder	14,112	1800	12.8%
Behavior Specialist	707	98	13.9%
Braille Transcriber	89	10	11.2%
Counselors	3,977	575	14.5%
Early Childhood Handicapped	14,985	1439	9.6%
Educational Interpreter	1,985	451	22.7%
Gifted	17,535	1937	11.0%
Hearing Impaired	2,989	360	12.0%
Infant/Toddler	1,573	167	10.6%
Integration Specialist	11,177	1332	11.9%
Interrelated	61,593	6936	11.3%
Learning Disability	22,961	2532	11.0%
Music Therapy	516	53	10.3%
Nurse	10,187	1500	14.7%
Occupational Therapy	6,549	762	11.6%
Orientation/Mobility Specialist	1,211	230	19.0%
Other Assignment	173	25	14.5%
Personnel Development	422	48	11.4%
Physical Therapy	4,986	584	11.7%
Recreation Therapy	39	7	17.9%
Registered Dietician	1,730	160	9.2%
School Psychology	18,659	1604	8.6%
Severe/Multiple Handicapped	3,233	383	11.8%
Social Work	13,159	1287	9.8%
Special Ed Administration	4,150	446	10.7%
Speech/Language	28,889	2951	10.2%
Supervisor	3,763	351	9.3%
Transition Services	729	61	8.4%
Visually Impaired	1,680	144	8.6%
Vocational Special Needs	1,063	139	13.1%
Work Study	610	43	7.0%

Table 6				
Attrition for Small, Medium, and Large Districts				
District Size	Number of Districts	Employed 2020-21	Leavers in 2021-22	Attrition Rate
Large Districts	29	7905	1319	16.7%
Medium Districts	48	1793	260	14.5%
Small Districts	31	70	23	32.9%
Total	108	9768	1602	16.4%

Table 7				
Attrition for Urban and Rural Districts				
District Location	Number of Districts	Employed in 2020-21	Leavers in 2021-22	Attrition Rate
Rural	83	4858	767	15.8%
Urban	25	4910	835	17.0%
Total	108	9768	1602	16.4%

Table 8				
Special Education Attrition by Type of Administrative Plan				
Administrative Plan	Number of Districts	Employed 2020-21	Leavers in 2021-22	Attrition Rate
Cooperative	25	1483	373	25.2%
Interlocal	19	3987	606	15.2%
Other	26	174	40	23.0%
School District	38	4124	583	14.1%
Total	108	9768	1602	16.4%

Table 9

Special Education Attrition by Geographic Region				
Geographic Region	Number of Districts	Employed 2020-21	Leavers 2021-22	Attrition Rate
1. Northwest	9	105	15	14.3%
2. Southwest	9	443	90	20.3%
3. North Central	17	2735	421	15.4%
4. South Central	18	374	67	17.9%
5. Sedgwick County	7	1498	190	12.7%
6. Northeast	12	498	71	14.3%
7. Wyandotte and Johnson Counties	13	2469	454	18.4%
8. East Central	14	1066	229	21.5%
9. Southeast	9	580	65	11.2%

Table 10

Special Education Attrition for Teaching Personnel by Grade Level Assignments				
Grade Levels	Traditional Name	Employed 2020-21	Leavers 2021-22	Attrition Rate
Preschool	Preschool	2010	350	17.4%
Infant/Toddler to 12	All	2912	484	16.6%
K-9	Elementary	1812	321	17.7%
6 - 8	Middle	1284	196	15.3%
7 - 12	Secondary	1750	251	14.3%

Table 11: Annual Attrition Rates for Personnel in the Behavior Disability and Learning Disability from 1976-2020.

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%
2020	250	39	15.6%	391	50	12.8%
Total	14,588	1,863	12.8%	23,548	2,572	10.9%

Table 12: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2020.

	Interrelated			Gifted			Early Childhood		
Year	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%
2020	3,547	589	16.6%	365	67	18.4%	702	104	14.8%
Total	86,107	9,909	11.5%	17,499	1,937	11.1%	15,555	1,629	10.5%

Table 13: Annual Attrition Rates for Personnel in the Hearing Impaired, Visually Impaired, and Severe/Multiple Disabilities from 1976-2020.

	Hearing Impaired			Visually Impaired			Severe/Multiple Disabilities		
Year	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%
2020	53	10	18.9%	49	9	18.4%	100	12	12.0%
Total	2,989	360	12.0%	1,680	143	8.5%	3,669	434	11.8%

Table 14: Annual Attrition Rates for Personnel in the School Psychology, Social Work, and Special Ed Administration from 1976-2020.

	School Psychology			Social Work			Special Ed. Administration		
Year	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%
2020	594	87	14.6%	520	120	23.1%	73	8	11.0%
Total	19,871	1,705	8.6%	11,319	1,176	10.4%	4,275	360	8.4%

Table 15: Annual Attrition Rates for Personnel in the Special Ed. Counselor, Speech/Language, and Special Education Nurse from 1976-2020.

	Special Ed. Counselor			Speech/Language			Special Education Nurse		
Year	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%
2020	160	18	11.3%	1134	189	16.7%	372	97	26.1%
Total	4,479	636	14.2%	31,568	3,263	10.3%	10,519	1,627	15.5%

Table 16: Annual Attrition Rates for Personnel in the Occupational Therapy and Physical Therapy from 1976-2020.

	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%
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%
2020	312	47	15.1%	157	10	6.4%
Total	7,749	881	11.3%	4,579	552	12.1%

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

District Number	Employed in 2020-21	Leavers in 2021-22	Attrition Rate
115	18	0	0.0%
202	77	5	6.5%
203	22	4	18.2%
204	33	4	12.1%
207	26	6	23.1%
229	487	99	20.3%
230	84	13	15.5%
231	139	21	15.1%
232	109	18	16.5%
233	558	71	12.7%
234	25	4	16.0%
244	42	10	23.8%
253	118	21	17.8%
259	1200	151	12.6%
260	129	14	10.9%
261	114	16	14.0%
263	42	1	2.4%
273	39	10	25.6%
282	26	7	26.9%
290	50	5	10.0%
305	281	51	18.1%
308	99	7	7.1%
320	65	13	20.0%
321	35	4	11.4%
330	13	2	15.4%
333	41	9	22.0%
336	52	2	3.8%
345	99	12	12.1%
353	36	4	11.1%
364	25	4	16.0%
368	142	18	12.7%
372	13	2	15.4%
373	99	10	10.1%
379	47	10	21.3%
383	166	17	10.2%
385	15	3	20.0%
389	11	1	9.1%
405	36	6	16.7%
407	17	4	23.5%
409	34	5	14.7%
418	103	18	17.5%
428	74	9	12.2%

437	128	18	14.1%
450	64	6	9.4%
453	70	18	25.7%
457	108	19	17.6%
458	87	10	11.5%
465	115	16	13.9%
469	78	19	24.4%
475	151	25	16.6%
480	48	4	8.3%
489	82	15	18.3%
495	28	6	21.4%
497	263	44	16.7%
500	420	132	31.4%
501	353	131	37.1%
512	410	65	15.9%
602	95	11	11.6%
603	126	20	15.9%
605	127	27	21.3%
607	116	10	8.6%
608	138	19	13.8%
609	300	29	9.7%
610	103	16	15.5%
611	112	19	17.0%
613	172	47	27.3%
614	81	8	9.9%
615	31	4	12.9%
616	21	4	19.0%
617	50	47	94.0%
618	381	40	10.5%
619	36	5	13.9%
620	82	6	7.3%
636	81	8	9.9%
637	183	13	7.1%
638	232	28	12.1%

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

District Number	Employed in 2020-21	Leavers in 2021-22	Attrition Rate
501	353	131	37.1%
500	420	132	31.4%
613	172	47	27.3%
282	26	7	26.9%
453	70	18	25.7%
273	39	10	25.6%
469	78	19	24.4%
244	42	10	23.8%
407	17	4	23.5%
207	26	6	23.1%
333	41	9	22.0%
495	28	6	21.4%
379	47	10	21.3%
605	127	27	21.3%
229	487	99	20.3%
320	65	13	20.0%
385	15	3	20.0%
616	21	4	19.0%
489	82	15	18.3%
203	22	4	18.2%
305	281	51	18.1%
253	118	21	17.8%
457	108	19	17.6%
418	103	18	17.5%
611	112	19	17.0%
497	263	44	16.7%
405	36	6	16.7%
475	151	25	16.6%
232	109	18	16.5%
234	25	4	16.0%
364	25	4	16.0%
603	126	20	15.9%
512	410	65	15.9%
610	103	16	15.5%
230	84	13	15.5%
330	13	2	15.4%
372	13	2	15.4%
231	139	21	15.1%

409	34	5	14.7%
437	128	18	14.1%
261	114	16	14.0%
465	115	16	13.9%
619	36	5	13.9%
608	138	19	13.8%
615	31	4	12.9%
233	558	71	12.7%
368	142	18	12.7%
259	1200	151	12.6%
428	74	9	12.2%
204	33	4	12.1%
345	99	12	12.1%
638	232	28	12.1%
602	95	11	11.6%
458	87	10	11.5%
321	35	4	11.4%
353	36	4	11.1%
260	129	14	10.9%
618	381	40	10.5%
383	166	17	10.2%
373	99	10	10.1%
290	50	5	10.0%
614	81	8	9.9%
636	81	8	9.9%
609	300	29	9.7%
450	64	6	9.4%
389	11	1	9.1%
607	116	10	8.6%
480	48	4	8.3%
620	82	6	7.3%
637	183	13	7.1%
308	99	7	7.1%
202	77	5	6.5%
336	52	2	3.8%
263	42	1	2.4%
115	18	0	0.0%

Table 19**Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2021-22 in order of Attrition**

District Number	Employed 1986-87 to 2020-21	Leavers 1986-87 to 2020-21	Attrition Rate
475	3,799	566	14.90%
231	1,744	254	14.60%
480	1,339	194	14.50%
616	768	110	14.30%
230	1,272	176	13.80%
232	1,999	272	13.60%
453	4,804	654	13.60%
457	3,230	438	13.60%
320	1,500	196	13.10%
409	1,064	139	13.10%
500	13,061	1693	13.00%
202	2,124	259	12.20%
353	961	113	11.80%
321	900	105	11.70%
345	1,933	224	11.60%
608	3,200	367	11.50%
260	3,935	439	11.20%
364	599	67	11.20%
383	3,317	370	11.20%
244	664	74	11.10%
330	406	45	11.10%
614	1,922	211	11.00%
259	25,720	2802	10.90%
437	2,751	299	10.90%
465	2,724	296	10.90%
253	3,109	336	10.80%
407	739	80	10.80%
497	6,266	674	10.80%
611	3,458	375	10.80%
602	2,427	260	10.70%
613	4,059	433	10.70%
618	6,792	714	10.50%
290	1,031	107	10.40%
261	2,199	227	10.30%

229	7,736	786	10.20%
607	3,521	355	10.10%
263	917	92	10.00%
273	1,174	117	10.00%
405	998	100	10.00%
495	1,230	122	9.90%
609	5,417	538	9.90%
450	1,496	147	9.80%
308	2,364	230	9.70%
603	3,440	332	9.70%
615	998	97	9.70%
234	1,039	100	9.60%
373	2,294	221	9.60%
379	1,630	155	9.50%
233	10,531	989	9.40%
617	1,448	136	9.40%
620	1,960	182	9.30%
333	1,521	140	9.20%
489	2,512	230	9.20%
512	13,572	1255	9.20%
305	5,886	535	9.10%
636	1,439	131	9.10%
418	2,413	216	9.00%

Appendix 1

District Regions

