

Kansas Special Education Attrition Report 2021-2022

Kylie Stewart, PhD
May 2023

Acknowledgements

This report is completed with the assistance of Julie Cook and the Information Technology Office at the Kansas State Department of Education (KSDE) who assisted in obtaining the data this year. Additionally, historical data compiled from 1983 to 2010 by Paul McNabb is critical in identifying trends in current attrition rates. This report is submitted to the KS Early Career Special Education eMentoring Program and supported through a contract with Pittsburg State University and Julie Jameson, coordinator of the project.

Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2021-22 School Year Who Did Not Return for the 2022-23 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2021-22 and 2022-23 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 6 years, 1,321 of the 10,098 personnel employed did not return to a special education position in Kansas in 2022-23. This represented an attrition rate of 13.1%, lower than the previous year of 16.4%. This is slightly 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.

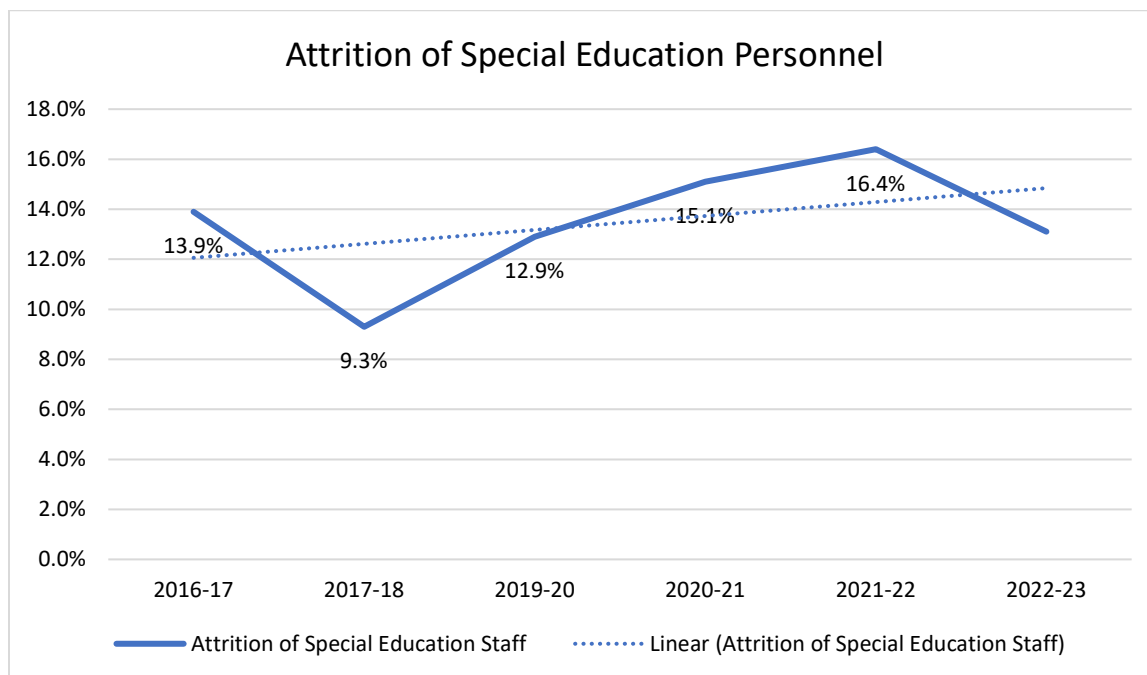


Table 2

Table 2 identifies the attrition rates for the 2022-23 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, 15.7%
- Gifted, 15.1%
- Visually Impaired, 9.3%
- Interrelated, 16.6%
- Behavior Disorder, 20.6%

The largest related services categories had the following attrition rates:

- Behavior Specialists, 5.6%
- Nurses, 14.8%
- Social Worker, 13.9%
- Music Therapy, 5.3%
- Education Interpreter, 13.6%

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 13.1% a 3-year trend of declining attrition. There were a number of categories with attrition changes worth noting including interrelated which lost another 471 teachers compared to 498 the previous year. This is a significant number of positions to fill across the state. Additionally, teachers of students with behavior disorders experienced a 20.6% attrition rate with 52 teachers leaving the profession. These positions, in particular, are challenging to replace.

Related services continued to a experienced an increase in personnel breaking a trend over the last two years of declining personnel from 3,747 in 2021-22 to 3,936 in 2022-23. The attrition rate declined from 17.3% to 12.6%. Several categories within related services experienced high attrition rates including assistive technology (18.2%), vocational special needs (16.7%), and nurses (14.8%). A positive change in related services was a significant decline in the attrition of behavior specialists from 31.3% to 5.6% and reduction in attrition in nurses and social workers who had been particularly high since the beginning of the pandemic.

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2022-23. 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

experienced a decline from 16.7% to 13.0%. Medium districts remained stable at 13.0%. Small districts ended an alarming trend of increasing attrition each year with a significant decline in 2022-23 to 14.3% from 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 decline in attrition rate of 15.8% to 12.4%. Urban districts also experienced a decrease in attrition rate from 17.0% to 13.7%.

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 a significant decline in attrition rate from 25.2% to 12.8% of teachers not returning in 2022-23. Districts identified as other were stable with very little change in the attrition rate. Interlocals experienced the lowest attrition between the categories with 11.6%.

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 Northwest (17.3%), and Sedgwick County (14.6%) South Central (14.0%) had the highest attrition rates. All other regions had similar attrition rates in the range of 12.0% to 12.6%.

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. Elementary (13.4%) and middle school (14.0%) personnel had the highest attrition rate. High school personnel experienced the lowest attrition a third year in a row with 12.5% 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 33.1% 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 2021-22 year revealed a decline in attrition across many categories which is positive to report after the last two years of significant losses of school personnel. While the attrition rate did decline, there was a significant increase in the number of substitutes that were reported in special education positions. During the 2020-21 school year there were 472 substitutes covering unfilled special education positions at the beginning of the year while there were 674 substitutes in 2021-22. This was over 200 more positions in Kansas covered by substitutes at the beginning of the year. This trend in special education positions being addressed by substitutes isn't unique to special education. Kansas schools reported the highest number of teaching positions unfilled with 1,400 classrooms needing teachers at the beginning of the 2022-23 school year.

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%

Year	Employed	Leavers the Next Year	Attrition Rate
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%
2022-23	10,098	1,321	13.1%
Total	305,189	34,723	11.4%

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

Category	Employed	Leavers the Next Year	Attrition Rate
Special Ed. Director	75	10	13.3%
Adaptive PE	51	5	9.8%
Assistive Technology	11	2	18.2%
Art Therapy	2	0	0.0%
Audiology	32	3	9.4%
Behavior Disorder	253	52	20.6%
Braille Transcription	7	2	28.6%
Behavior Analysis (Specialist)	36	2	5.6%
School Counseling	185	26	14.1%
Early Childhood Special Education	739	101	13.7%
Gifted	358	54	15.1%
Hearing Impaired	51	8	15.7%
Intellectual Disability	375	59	15.7%
Sign Language Interpretation	59	8	13.6%
Interrelated	3634	471	13.0%
Integration Specialist	40	5	12.5%
Toddler Special Education	98	13	13.3%
Learning Disability	417	47	11.3%
Music Therapy	19	1	5.3%
Nursing	386	57	14.8%
Orientation Mobility	11	0	0.0%
Occupational Therapy	323	29	9.0%
Personnel Development	20	2	10.0%
School Psychology	617	78	12.6%
Physical Therapy	169	18	10.7%
Registered Dietician	6	1	16.7%
Recreation Therapy	1	0	0.0%
Reading Specialist	4	0	0.0%
Speech Language Pathology	1160	147	12.7%
Severe Multiple Disability	103	7	6.8%
Supervisor/Asst. Director	177	26	14.7%
Social Work	568	79	13.9%
Transition Services	44	2	4.5%
Visually Impaired	43	4	9.3%
Vocational Special Needs	6	1	16.7%
Work Study	3	0	0.0%

Table 3: Attrition Rate For Teaching Personnel

Category	Teaching Personnel 2021-22	Leavers in 2022-23	Attrition Rate
Adapted PE	51	5	9.8%
Behavior Disorder	253	52	20.6%
Early Childhood Handicapped	739	101	13.7%
Gifted	358	54	15.1%
Hearing Impaired	51	8	15.7%
Interrelated Other	3634	471	13.0%
Infant/Toddler	98	13	13.3%
Learning Disabled	417	47	11.3%
Orientation/Mobility Specialist	11	0	0.0%
Visually Impaired	43	4	9.3%
Work Study	3	0	0.0%
Total	5,658	755	13.3%

Table 4: Attrition Rate For Related Service Personnel

Category	Related Services Personnel 2021-22	Leavers 2022-23	Attrition Rate
Special Ed Administration	75	10	13.3%
Assistive Technology	11	2	18.2%
Art Therapy	2	0	0.0%
Audiology	32	3	9.4%
Behavior Specialist	36	2	5.6%
Counselors	185	26	14.1%
Educational Interpreter	59	8	13.6%
Integration Specialist	40	5	12.5%
Music Therapy	19	1	5.3%
Nurse	386	57	14.8%
Occupational Therapy	323	29	9.0%
Personnel Development	20	2	10.0%
School Psychology	617	78	12.6%
Physical Therapy	169	18	10.7%
Registered Dietician	6	1	16.7%
Recreation Therapy	1	0	0.0%
Speech/Language	1,160	147	12.7%
Supervisor	177	26	14.7%
Social Work	568	79	13.9%
Transition Services	44	2	4.5%
Vocational Special Needs	6	1	16.7%
Total	3,936	497	12.6%

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	2,196	238	10.8%
Art Therapy	256	31	12.1%
Assistive Technology	286	17	5.9%
Audiology	999	99	9.9%
Behavior Disorder	14,365	1,852	12.9%
Behavior Specialist	743	100	13.5%
Braille Transcriber	96	12	12.5%
Counselors	4,162	601	14.4%
Early Childhood Handicapped	15,724	1,540	9.8%
Educational Interpreter	2,044	459	22.5%
Gifted	17,893	1,991	11.1%
Hearing Impaired	3,040	368	12.1%
Infant/Toddler	1,671	180	10.8%
Integration Specialist	11,217	1,337	11.9%
Interrelated	65,227	7,407	11.4%
Learning Disability	23,378	2,579	11.0%
Music Therapy	535	54	10.1%
Nurse	10,573	1,557	14.7%
Occupational Therapy	6,872	791	11.5%
Orientation/Mobility Specialist	1,222	230	18.8%
Other Assignment	173	25	14.5%
Personnel Development	442	50	11.3%
Physical Therapy	5,155	602	11.7%
Recreation Therapy	40	7	17.5%
Registered Dietician	1,736	161	9.3%
School Psychology	19,276	1,682	8.7%
Severe/Multiple Handicapped	3,336	390	11.7%
Social Work	13,727	1,366	10.0%
Special Ed Administration	4,225	456	10.8%
Speech/Language	30,049	3,098	10.3%
Supervisor	3,940	377	9.6%
Transition Services	773	63	8.2%
Visually Impaired	1,723	148	8.6%
Vocational Special Needs	1,069	140	13.1%
Work Study	613	43	7.0%

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

District Size	Number of Districts	Employed 2021-22	Leavers in 2022-23	Attrition Rate
Large Districts	29	6,924	901	13.0%
Medium Districts	48	2,628	342	13.0%
Small Districts	31	546	78	14.3%
Total	108	10,098	1,321	13.1%

Table 7: Attrition for Urban and Rural Districts

District Location	Number of Districts	Employed in 2021-22	Leavers in 2022-23	Attrition Rate
Rural	83	4,946	614	12.4%
Urban	25	5,152	707	13.7%
Total	108	10,098	1,321	13.1%

Table 8: Special Education Attrition by Type of Administrative Plan

Administrative Plan	Number of Districts	Employed 2021-22	Leavers in 2022-23	Attrition Rate
Cooperative	25	2,940	376	12.8%
Interlocal	19	2,104	245	11.6%
Other	26	631	90	14.3%
School District	38	4,423	610	13.8%
Total	108	10,098	1,321	13.1%

Table 9: Special Education Attrition by Geographic Region

Geographic Region	Number of Districts	Employed 2021-22	Leavers 2022-23	Attrition Rate
1. Northwest	9	185	32	17.3%
2. Southwest	9	555	69	12.4%
3. North Central	17	1,264	158	12.5%
4. South Central	18	815	114	14.0%
5. Sedgwick County	7	2,028	297	14.6%
6. Northeast	12	687	83	12.1%
7. Wyandotte and Johnson Counties	13	2,544	320	12.6%
8. East Central	14	1,372	170	12.4%
9. Southeast	9	648	78	12.0%

Table 10: Special Education Attrition for Teaching Personnel by Grade Level Assignments

Grade Levels	Traditional Name	Employed 2021-22	Leavers 2022-23	Attrition Rate
Preschool	Preschool	1,234	160	13.0%
Infant/Toddler to 12	All	2,296	289	12.6%
K-9	Elementary	3,389	454	13.4%
6 - 8	Middle	1,330	186	14.0%
7 - 12	Secondary	1,849	232	12.5%

Table 11: Annual Attrition Rates for Personnel in the Behavior Disability and Learning Disability from 1976-2021.

Year	Behavior Disability Employed	Behavior Disability Leavers	Behavior Disability %	Learning Disability Employed	Learning Disability Leavers	Learning Disability %
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%
2021	253	52	20.6%	417	47	11.3%

Table 12: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2021.

Year	Interrelated Employed	Interrela ted Leavers	Interrel ated %	Gifted Employed	Gifted Leavers	Gifted %	Early Childhood Employed	Early Childhoo d Leavers	Early Childho d %
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%

Year	Interrelated Employed	Interrela ted Leavers	Interrel ated %	Gifted Employed	Gifted Leavers	Gifted %	Early Childhood Employed	Early Childhoo d Leavers	Early Childho od %
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%
2021	3,634	471	13.0%	358	54	15.1%	739	101	13.7%

Table 13: Annual Attrition Rates for Personnel in the Hearing Impaired, Visually Impaired, and Severe/Multiple Disabilities from 1976-2021.

Year	Hearing Impaired Employed	Hearing Impaired Leavers	Hearing Impaired %	Visually Impaired Employed	Visually Impaired Leavers	Visually Impaired %	Severe/Multiple Disabilities Employed	Severe/Multiple Disabilities Leavers	Severe/Multiple Disabilities %
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%

Year	Hearing Impaired Employed	Hearing Impaired Leavers	Hearing Impaired %	Visually Impaired Employed	Visually Impaired Leavers	Visually Impaired %	Severe/Multiple Disabilities Employed	Severe/Multiple Disabilities Leavers	Severe/Multiple Disabilities %
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%
2021	51	8	15.7%	43	4	9.3%	103	7	6.8%

Table 14: Annual Attrition Rates for Personnel in the School Psychology, Social Work, and Special Ed Administration from 1976-2021.

Year	School Psychology Employed	School Psychology Leavers	School Psychology %	Social Work Employed	Social Work Leavers	Social Work %	Special Ed. Administration Employed	Special Ed. Administration Leavers	Special Ed. Administration %
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%

Year	School Psychology Employed	School Psychology Leavers	School Psychol ogy %	Social Work Employed	Social Work Leavers	Social Work %	Special Ed. Administration Employed	Special Ed. Administrati on Leavers	Special Ed. Administ ration %
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%
2021	617	78	12.6%	568	79	13.9%	75	10	13.3%

Table 15: Annual Attrition Rates for Personnel in the Special Ed. Counselor, Speech/Language, and Special Education Nurse from 1976-2021.

Year	Special Ed. Counselor Employed	Special Ed. Counselor Leavers	Special Ed. Counselor %	Speech/ Language Employed	Speech/ Language Leavers	Speech /Language %	Special Ed. Nurse Employed	Special Ed. Nurse Leavers	Special Ed Nurse %
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%

Year	Special Ed. Counselor Employed	Special Ed. Counselor Leavers	Special Ed. Counselor %	Speech/ Language Employed	Speech/ Language Leavers	Speech /Language %	Special Ed. Nurse Employed	Special Ed.Nurse Leavers	Special Ed Nurse %
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%
2021	185	26	14.1%	1,160	147	12.7%	386	57	14.8%

Table 16: Annual Attrition Rates for Personnel in the Occupational Therapy and Physical Therapy from 1976-2021.

Year	Occupational Therapy Employed	Occupational Therapy Leavers	Occupational Therapy %	Physical Therapy Employed	Physical Therapy Leavers	Physical Therapy %
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%

Year	Occupational Therapy Employed	Occupational Therapy Leavers	Occupational Therapy %	Physical Therapy Employed	Physical Therapy Leavers	Physical Therapy %
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%
2021	323	29	9.0%	169	18	10.7%

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

District Number	Employed in 2021-22	Leavers in 2022-23	Attrition Rate
115	20	2	10.0%
202	83	9	10.8%
203	23	3	13.0%
204	36	12	33.3%
207	23	4	17.4%
229	512	60	11.7%
230	84	13	15.5%
231	141	22	15.6%
232	109	10	9.2%
233	577	68	11.8%
234	27	4	14.8%
244	39	4	10.3%
253	121	9	7.4%
259	1,268	203	16.0%
260	131	12	9.2%
261	114	10	8.8%
262	73	14	19.2%
263	43	8	18.6%
265	182	22	12.1%
266	216	28	13.0%
273	41	3	7.3%
282	33	7	21.2%
290	52	4	7.7%
305	276	34	12.3%
308	98	16	16.3%
315	7	1	14.3%
320	64	8	12.5%
321	28	4	14.3%
330	12	1	8.3%
333	44	6	13.6%
336	62	12	19.4%
345	105	18	17.1%
353	36	5	13.9%
364	24	2	8.3%
368	147	16	10.9%
372	13	1	7.7%
373	104	9	8.7%
379	53	6	11.3%
382	9	1	11.1%
383	172	26	15.1%
385	16	3	18.8%
389	10	0	0.0%

District Number	Employed in 2021-22	Leavers in 2022-23	Attrition Rate
405	39	8	20.5%
407	16	2	12.5%
409	38	4	10.5%
418	98	12	12.2%
428	75	11	14.7%
437	141	17	12.1%
450	67	5	7.5%
453	76	10	13.2%
457	114	11	9.6%
458	94	14	14.9%
465	120	16	13.3%
469	78	9	11.5%
475	156	30	19.2%
480	44	3	6.8%
489	83	15	18.1%
495	31	5	16.1%
497	262	29	11.1%
500	396	48	12.1%
501	356	58	16.3%
512	453	62	13.7%
602	92	15	16.3%
603	121	15	12.4%
605	132	21	15.9%
607	119	10	8.4%
608	143	12	8.4%
609	297	38	12.8%
610	106	9	8.5%
611	107	11	10.3%
613	164	24	14.6%
614	91	12	13.2%
615	30	1	3.3%
616	26	1	3.8%
617	50	5	10.0%
619	39	5	12.8%
620	81	8	9.9%
636	81	12	14.8%
637	193	23	11.9%
638	232	23	9.9%

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

District Number	Employed in 2021-22	Leavers in 2022-23	Attrition Rate
204	36	12	33.3%
282	33	7	21.2%
405	39	8	20.5%
336	62	12	19.4%
475	156	30	19.2%
262	73	14	19.2%
385	16	3	18.8%
263	43	8	18.6%
489	83	15	18.1%
207	23	4	17.4%
345	105	18	17.1%
308	98	16	16.3%
602	92	15	16.3%
501	356	58	16.3%
495	31	5	16.1%
259	1,268	203	16.0%
605	132	21	15.9%
231	141	22	15.6%
230	84	13	15.5%
383	172	26	15.1%
458	94	14	14.9%
234	27	4	14.8%
636	81	12	14.8%
428	75	11	14.7%
613	164	24	14.6%
315	7	1	14.3%
321	28	4	14.3%
353	36	5	13.9%
512	453	62	13.7%
333	44	6	13.6%
465	120	16	13.3%
614	91	12	13.2%
453	76	10	13.2%
203	23	3	13.0%
266	216	28	13.0%
619	39	5	12.8%
609	297	38	12.8%
407	16	2	12.5%
320	64	8	12.5%
603	121	15	12.4%
305	276	34	12.3%
418	98	12	12.2%
500	396	48	12.1%

District Number	Employed in 2021-22	Leavers in 2022-23	Attrition Rate
265	182	22	12.1%
437	141	17	12.1%
637	193	23	11.9%
233	577	68	11.8%
229	512	60	11.7%
469	78	9	11.5%
379	53	6	11.3%
382	9	1	11.1%
497	262	29	11.1%
368	147	16	10.9%
202	83	9	10.8%
409	38	4	10.5%
611	107	11	10.3%
244	39	4	10.3%
115	20	2	10.0%
617	50	5	10.0%
638	232	23	9.9%
620	81	8	9.9%
457	114	11	9.6%
232	109	10	9.2%
260	131	12	9.2%
261	114	10	8.8%
373	104	9	8.7%
610	106	9	8.5%
607	119	10	8.4%
608	143	12	8.4%
330	12	1	8.3%
364	24	2	8.3%
372	13	1	7.7%
290	52	4	7.7%
450	67	5	7.5%
253	121	9	7.4%
273	41	3	7.3%
480	44	3	6.8%
616	26	1	3.8%
615	30	1	3.3%
389	10	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 2021-22	Leavers 1986-87 to 2022-23	Attrition Rate
202	2207	268	12.1%
229	8248	846	10.3%
230	1356	189	13.9%
231	1885	276	14.6%
232	2108	282	13.4%
233	11108	1057	9.5%
234	1066	104	9.8%
244	703	78	11.1%
253	3230	345	10.7%
259	26988	3005	11.1%
260	4066	451	11.1%
261	2313	237	10.2%
263	960	100	10.4%
273	1215	120	9.9%
290	1083	111	10.2%
305	6162	569	9.2%
308	2462	246	10.0%
320	1564	204	13.0%
321	928	109	11.7%
330	418	46	11.0%
333	1565	146	9.3%
345	2038	242	11.9%
353	997	118	11.8%
364	623	69	11.1%
373	2398	230	9.6%
379	1683	161	9.6%
383	3489	396	11.3%
405	1037	108	10.4%
407	755	82	10.9%
409	1102	143	13.0%
418	2511	228	9.1%
437	2892	316	10.9%
450	1563	152	9.7%
453	4880	664	13.6%

District Number	Employed 1986-87 to 2021-22	Leavers 1986-87 to 2022-23	Attrition Rate
457	3344	449	13.4%
465	2844	312	11.0%
475	3955	596	15.1%
480	1383	197	14.2%
489	2595	245	9.4%
495	1261	127	10.1%
497	6528	703	10.8%
500	13457	1741	12.9%
512	14025	1317	9.4%
602	2519	275	10.9%
603	3561	347	9.7%
607	3640	365	10.0%
608	3343	379	11.3%
609	5714	576	10.1%
611	3565	386	10.8%
613	4223	457	10.8%
614	2013	223	11.1%
615	1028	98	9.5%
616	794	111	14.0%
617	1498	141	9.4%
618	6831	719	10.5%
620	2041	190	9.3%
636	1520	143	9.4%

Appendix 1

District Regions

