

Kansas Special Education Attrition Report 2023-2024

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Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2023-24 School Year Who Did Not Return for the 2024-25 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2023-24 and 2024-25 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 7 years, 1,461 of the 10,307 personnel employed did not return to a special education position in Kansas in 2023-24. This represented an attrition rate of 14.2%, a slight increase from the previous year of 14.1%. There was an increase in overall special education positions from 9,354 to 10,307, which represented a significant increase in overall positions. For longer term trends, Table 1 contains attrition data for each year from 1976-77 to present.

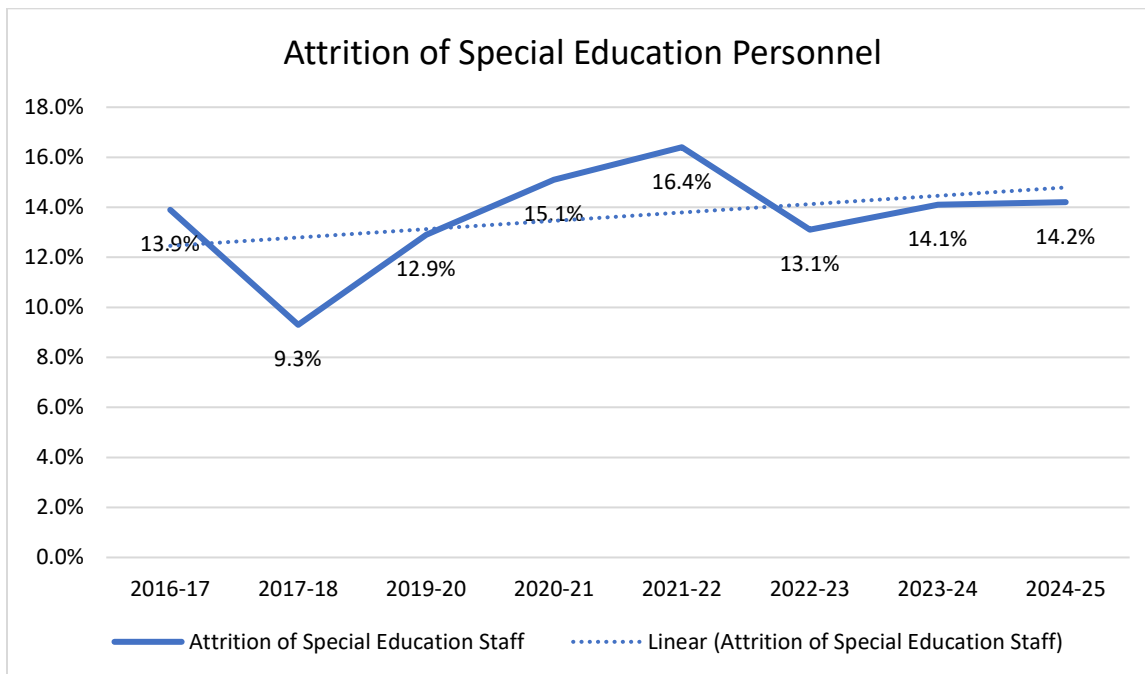


Table 2

Table 2 identifies the attrition rates for the 2024-25 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, 9.4%
- Gifted, 12.3%
- Visually Impaired, 18.0%
- Interrelated, 15.6%
- Behavior Disorder, 12.0%

The largest related services categories had the following attrition rates:

- Behavior Specialists, 16.1%
- Nurses, 23.7%
- Social Worker, 16.6%
- Music Therapy, 6.3%
- Education Interpreter, 47.6%

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 14.4% which represented an increase in attrition after a declining trend over the last three years. There were a number of categories with attrition changes worth noting including interrelated which lost 577 teachers. This is a significant number of positions to fill across the state.

Related services continued to experience another increase in personnel breaking a trend over the last two years of declining personnel from 3,936 to 4,066. The attrition rate increased slightly from 12.6% to 13.8%. Several categories within related services experienced high attrition rates including interpreter (47.6%), counselors (21.4%) and nurses (23.7%). The last two years counselors and nurses have averaged 25% attrition representing a large number of these specialized personnel to replace.

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2024-25. 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

remained stable with attrition from 13.9% to 13.7%. Medium districts also experienced a slight increase from 12.9% to 15.1%. Small districts experienced a significant increase in attrition to 47.7% which is uniquely challenging to fill these positions that typically have a smaller pool to recruit special education personnel from.

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 an increase in attrition rate of 14.2% to 16.0%. Urban districts had a slight decrease in attrition rate from 14.0% to 12.1%.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Districts classified as “Other” remained stable in attrition rate from 14.3% to 23.8% to 24.5% of teachers not returning in 2024-25. Cooperatives experienced the lowest attrition rate at 10.0%.

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 (23.7%), South Central (21.1%) and Northeast (20.8%) had the highest attrition rates.

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 (15.1%) and Middle (15.0%) personnel had the highest attrition rate. K-12 special education personal had the lowest attrition rate at 12.6%.

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 85.7% 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 2023-24 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. For the first time in three years of collecting data on substitute special educators 2023-24 resulted in a decline in the number of substitutes filling positions. A decline of close to 100 substitutes occurred from 813 in 2022-23 to 717 in 2023-24. This is still a significantly large number of positions being filled by permanent.

School Year	Permanent Substitute Special Educators
2020-21	472
2021-22	674
2022-23	813
2023-24	717

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 2024-25 school year.

Table 1: Special Education Annual Attrition Rates for 1976-77 Through 2024-25

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%
2023-24	9,354	1,320	14.1%
2024-25	10,307	1,461	14.2%
Total	324,850	37,504	11.5%

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

Special Ed. Director	74	5	6.8%
Adaptive PE	51	4	7.8%
Assistive Technology	7	1	14.3%
Art Therapy	2	0	0.0%
Audiology	28	1	3.6%
Behavior Disorder	242	29	12.0%
Braille Transcription	7	2	28.6%
Behavior Analysis (Specialist)	56	9	16.1%
School Counseling	173	37	21.4%
Early Childhood Special Education	759	109	14.4%
Gifted	349	43	12.3%
Hearing Impaired	53	5	9.4%
Intellectual Disability	390	59	15.1%
Sign Language Interpretation	63	30	47.6%
Interrelated	3,707	577	15.6%
Integration Specialist	43	4	9.3%
Toddler Special Education	102	8	7.8%
Learning Disability	429	40	9.3%
Music Therapy	16	1	6.3%
Nursing	405	96	23.7%
Orientation Mobility	12	3	25.0%
Occupational Therapy	345	31	9.0%
Personnel Development	21	3	14.3%
School Psychology	650	69	10.6%
Physical Therapy	173	17	9.8%
Registered Dietician	4	0	0.0%
Recreation Therapy	1	1	100.0%
Reading Specialist	2	0	0.0%
Speech Language Pathology	1,191	131	11.0%
Severe Multiple Disability	72	12	16.7%
Supervisor/Asst. Director	175	18	10.3%
Social Work	589	98	16.6%
Transition Services	45	7	15.6%
Visually Impaired	50	9	18.0%
Vocational Special Needs	5	1	20.0%
Work Study	1	0	0.0%

Table 3: Attrition Rate For Teaching Personnel

Category	Teaching Personnel 2023-24	Leavers in 2024-25	Attrition Rate
Adapted PE	51	4	7.8%
Behavior Disorder	242	29	12.0%
Early Childhood Handicapped	759	109	14.4%
Gifted	349	43	12.3%
Hearing Impaired	53	5	9.4%
Interrelated Other	3,707	577	15.6%
Infant/Toddler	102	8	7.8%
Learning Disabled	429	40	9.3%
Orientation/Mobility Specialist	12	3	25.0%
Visually Impaired	50	9	18.0%
Work Study	1	0	0.0%
Total	5,755	827	14.4%

Table 4: Attrition Rate For Related Service Personnel

Category	Related Services Personnel 2023-24	Leavers 2024-25	Attrition Rate
Special Ed Administration	74	5	6.8%
Assistive Technology	7	1	14.3%
Art Therapy	2	0	0.0%
Audiology	28	1	3.6%
Behavior Specialist	56	9	16.1%
Counselors	173	37	21.4%
Educational Interpreter	63	30	47.6%
Integration Specialist	43	4	9.3%
Music Therapy	16	1	6.3%
Nurse	405	96	23.7%
Occupational Therapy	345	31	9.0%
Personnel Development	21	3	14.3%
School Psychology	650	69	10.6%
Physical Therapy	173	17	9.8%
Registered Dietician	4	0	0.0%
Recreation Therapy	1	1	100.0%
Speech/Language	1,191	131	11.0%
Supervisor	175	18	10.3%
Social Work	589	98	16.6%
Transition Services	45	7	15.6%
Vocational Special Needs	5	1	20.0%
Total	4,066	560	13.8%

Table 5: Summary of Personnel Attrition by Category from 1976-77 to 2024-25

Category	Employed from 1976-77 to 2023-24	Leavers from 1976- 77 to 2024-25	Attrition Rate
Adapted PE	2,561	252	9.84%
Art Therapy	342	37	10.82%
Assistive Technology	311	18	5.79%
Audiology	1,128	100	8.87%
Behavior Disorder	16,488	1884	11.43%
Behavior Specialist	1,059	123	11.61%
Braille Transcriber	170	23	13.53%
Counselors	4,987	652	13.07%
Early Childhood Handicapped	18,203	1687	9.27%
Educational Interpreter	3,511	585	16.66%
Gifted	20,272	2037	10.05%
Hearing Impaired	3,851	437	11.35%
Infant/Toddler	2,238	253	11.30%
Integration Specialist	16,323	1928	11.81%
Interrelated	75,868	7846	10.34%
Learning Disability	26,101	2591	9.93%
Music Therapy	1,116	102	9.14%
Nurse	12,524	1603	12.80%
Occupational Therapy	8,086	889	10.99%
Orientation/Mobility Specialist	1,833	322	17.57%
Other Assignment	555	59	10.63%
Personnel Development	842	99	11.76%
Physical Therapy	6,424	671	10.45%
Recreation Therapy	851	106	12.46%
Registered Dietician	2,069	177	8.55%
School Psychology	20,962	1683	8.03%
Severe/Multiple Handicapped	3,729	390	10.46%
Social Work	16,287	1498	9.20%
Special Ed Administration	5,910	632	10.69%
Speech/Language	33,386	3123	9.35%
Supervisor	5,074	503	9.91%
Transition Services	1,457	159	10.91%
Visually Impaired	1,966	163	8.29%
Vocational Special Needs	1,251	149	11.91%
Work Study	663	44	6.64%

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

District Size	Number of Districts	Employed 2023-24	Leavers in 2024-25	Attrition Rate
Large Districts	29	8,330	1142	13.7%
Medium Districts	48	1,912	288	15.1%
Small Districts	31	65	31	47.7%
Total	108	10,307	1,461	14.2%

Table 7: Attrition for Urban and Rural Districts

District Location	Number of Districts	Employed in 2023-24	Leavers in 2024-25	Attrition Rate
Rural	83	5,562	888	16.0%
Urban	25	4,745	573	12.1%
Total	108	10,307	1,461	14.2%

Table 8: Special Education Attrition by Type of Administrative Plan

Administrative Plan	Number of Districts	Employed 2023-24	Leavers in 2024-25	Attrition Rate
Cooperative	25	1,421	142	10.0%
Interlocal	19	4,273	628	14.7%
Other	26	188	46	24.5%
School District	38	4,425	645	14.6%
Total	108	10,307	1,461	14.2%

Table 9: Special Education Attrition by Geographic Region

Geographic Region	Number of Districts	Employed 2023-24	Leavers 2024-25	Attrition Rate
1. Northwest	9	93	22	23.7%
2. Southwest	9	448	67	15.0%
3. North Central	17	2,973	450	15.1%
4. South Central	18	384	81	21.1%
5. Sedgwick County	7	1,567	238	15.2%
6. Northeast	12	524	109	20.8%
7. Wyandotte and Johnson Counties	13	2,628	288	11.0%
8. East Central	14	1,073	125	11.6%
9. Southeast	9	613	80	13.1%

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

Grade Levels	Traditional Name	Employed 2023-24	Leavers 2024-25	Attrition Rate
Preschool	Preschool	1,358	187	13.8%
Infant/Toddler to 12	All	2,477	311	12.6%
K-9	Elementary	3,297	497	15.1%
6 - 8	Middle	1,310	196	15.0%
7 - 12	Secondary	1,865	270	14.5%

Table 11: Annual Attrition Rates for Personnel in the Behavior Disability and Learning Disability from 1976-2024.

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%

Year	Behavior Disability Employed	Behavior Disability Leavers	Behavior Disability %	Learning Disability Employed	Learning Disability Leavers	Learning Disability %
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%
2022	209	21	10.0%	378	45	11.9%
2023	242	29	12.0%	429	40	9.3%

Table 12: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2023

Year	Interrelated Employed	Interrelated Leavers	Inter related %	Gifted Employed	Gifted Leaver s	Gifted %	Early Childhood Employed	Early Childhood Leavers	Early Childhood %
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%

Year	Interrelated Employed	Interrelated Leavers	Inter related %	Gifted Employed	Gifted Leaver s	Gifted %	Early Childhood Employed	Early Childhood Leavers	Early Childhood %
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%
2022	2,191	435	13.6%	335	41	12.2%	659	83	12.6%
2023	3,707	577	15.6%	349	43	12.3%	759	109	14.4%

Table 13: Annual Attrition Rates for Personnel in the Hearing Impaired, Visually Impaired, and Severe/Multiple Disabilities from 1976-2023.

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%
2022	53	10	18.9%	37	8	21.6%	64	7	10.9%
2023	53	5	9.4%	50	9	18.0%	72	12	16.7%

Table 14: Annual Attrition Rates for Personnel in the School Psychology, Social Work, and Special Ed Administration from 1976-2023

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 Psychology %	Social Work Employed	Social Work Leavers	Social Work %	Special Ed. Administration Employed	Special Ed. Administration Leavers	Special Ed. Administration %
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%
2022	631	82	13.0%	576	83	15.5%	76	10	13.2%
2024	650	69	10.6%	589	98	16.6%	74	5	6.8%

Table 15: Annual Attrition Rates for Personnel in the Special Ed. Counselor, Speech/Language, and Special Education Nurse from 1976-2023.

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

Year	Special Ed. Counsel or Employed	Special Ed. Counsel or Leavers	Special Ed. Counsel or %	Speech/Language Employed	Speech/Language Leavers	Speech/Language %	Special Education Nurse Employed	Special Education Nurse Leavers	Special Education Nurse %
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%
2021	185	26	14.1%	1,160	147	12.7%	386	57	14.8%
2022	180	38	21.1%	1,157	164	14.2%	369	89	24.1%
2023	173	37	21.4%	1,191	131	11.0%	405	96	23.7%

Table 16: Annual Attrition Rates for Personnel in the Occupational Therapy and Physical Therapy from 1976-2023.

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%
2022	329	46	24.1%	168	28	16.7%
2023	345	31	9.0%	173	17	9.8%

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

District Number	Employed in 2023-24	Leavers in 2024-25	Attrition Rate
202	87	13	14.9%
203	42	5	11.9%
204	36	7	19.4%
207	32	15	46.9%
229	536	63	11.8%
230	103	13	12.6%
231	125	11	8.8%
232	134	15	11.2%
233	602	70	11.6%
234	39	8	20.5%
259	1246	194	15.6%
260	144	22	15.3%
261	131	16	12.2%
263	45	5	11.1%
290	56	8	14.3%
308	91	12	13.2%
321	29	7	24.1%
330	14	12	85.7%
345	107	10	9.3%
353	31	4	12.9%
372	12	1	8.3%
383	183	29	15.8%
385	18	2	11.1%
407	15	2	13.3%
409	31	18	58.1%
437	145	16	11.0%
450	71	5	7.0%
453	77	18	23.4%
457	120	17	14.2%
469	74	18	24.3%
475	163	30	18.4%
480	48	10	20.8%
497	246	29	11.8%
500	335	0	0.0%
501	329	35	10.6%
512	484	64	13.2%
602	84	19	22.6%
603	122	20	16.4%
605	151	32	21.2%
607	129	16	12.4%
608	142	28	19.7%

District Number	Employed in 2023-24	Leavers in 2024-25	Attrition Rate
609	313	26	8.3%
610	111	12	10.8%
611	111	13	11.7%
613	167	26	15.6%
614	90	9	10.0%
615	34	5	14.7%
616	26	4	15.4%
617	50	8	16.0%
619	39	8	20.5%
620	77	14	18.2%
636	82	9	11.0%
637	187	28	15.0%
638	240	33	13.8%
700	50	10	20.0%
701	41	7	17.1%
702	48	5	10.4%
704	56	9	16.1%
706	119	16	13.4%
707	78	4	5.1%
708	87	10	11.5%
709	48	12	25.0%
710	35	9	25.7%
712	31	6	19.4%
714	36	4	11.1%
715	95	18	18.9%
716	26	4	15.4%
717	22	4	18.2%
718	96	14	14.6%
720	143	20	14.0%
723	264	34	12.9%
724	65	13	20.0%
725	116	9	7.8%
726	116	23	19.8%
727	82	10	12.2%
728	210	23	11.0%
729	253	54	21.3%

Table18: Attrition for Districts Employing 11 or More Personnel in Order of Attrition Rate

District Number	Employed in 2023-24	Leavers in 2024-25	Attrition Rate
330	14	12	85.7%
409	31	18	58.1%
207	32	15	46.9%
710	35	9	25.7%
709	48	12	25.0%
469	74	18	24.3%
321	29	7	24.1%
453	77	18	23.4%
602	84	19	22.6%
729	253	54	21.3%
605	151	32	21.2%
480	48	10	20.8%
234	39	8	20.5%
619	39	8	20.5%
700	50	10	20.0%
724	65	13	20.0%
726	116	23	19.8%
608	142	28	19.7%
204	36	7	19.4%
712	31	6	19.4%
715	95	18	18.9%
475	163	30	18.4%
717	22	4	18.2%
620	77	14	18.2%
701	41	7	17.1%
603	122	20	16.4%
704	56	9	16.1%
617	50	8	16.0%
383	183	29	15.8%
259	1246	194	15.6%
613	167	26	15.6%
616	26	4	15.4%
716	26	4	15.4%
260	144	22	15.3%
637	187	28	15.0%
202	87	13	14.9%
615	34	5	14.7%
718	96	14	14.6%

District Number	Employed in 2023-24	Leavers in 2024-25	Attrition Rate
290	56	8	14.3%
457	120	17	14.2%
720	143	20	14.0%
638	240	33	13.8%
706	119	16	13.4%
407	15	2	13.3%
512	484	64	13.2%
308	91	12	13.2%
353	31	4	12.9%
723	264	34	12.9%
230	103	13	12.6%
607	129	16	12.4%
261	131	16	12.2%
727	82	10	12.2%
203	42	5	11.9%
497	246	29	11.8%
229	536	63	11.8%
611	111	13	11.7%
233	602	70	11.6%
708	87	10	11.5%
232	134	15	11.2%
385	18	2	11.1%
714	36	4	11.1%
263	45	5	11.1%
437	145	16	11.0%
636	82	9	11.0%
728	210	23	11.0%
610	111	12	10.8%
501	329	35	10.6%
702	48	5	10.4%
614	90	9	10.0%
345	107	10	9.3%
231	125	11	8.8%
372	12	1	8.3%
609	313	26	8.3%
725	116	9	7.8%
450	71	5	7.0%
707	78	4	5.1%
500	335	0	0.0%

Table 19: Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2023-24 in order of Attrition

District Number	Employed 1986-87 to 2023-24	Leavers 1986-87 to 2024-25	Attrition Rate
475	4,857	649	13.4%
480	1,659	212	12.8%
409	1,308	165	12.6%
616	954	119	12.5%
231	2,401	299	12.5%
230	1,740	216	12.4%
330	491	60	12.2%
453	5,683	690	12.1%
320	1,891	228	12.1%
457	4,005	482	12.0%
232	2,641	310	11.7%
500	15,874	1838	11.6%
202	2,640	297	11.3%
321	1,093	121	11.1%
353	1,174	127	10.8%
383	4,236	452	10.7%
608	3,962	420	10.6%
345	2,488	263	10.6%
260	4,787	499	10.4%
244	860	89	10.3%
602	2,959	306	10.3%
259	32,346	3343	10.3%
614	2,407	244	10.1%
437	3,493	351	10.0%
497	7,713	772	10.0%
364	743	74	10.0%
613	4,981	496	10.0%
611	4,155	412	9.9%
407	868	86	9.9%
253	3,803	376	9.9%
465	3,386	331	9.8%
229	10,112	985	9.7%
607	4,263	412	9.7%
405	1,212	117	9.7%

District Number	Employed 1986-87 to 2023-24	Leavers 1986-87 to 2024-25	Attrition Rate
234	1,239	119	9.6%
495	1,449	139	9.6%
263	1,148	110	9.6%
261	2,803	268	9.6%
618	7,586	725	9.6%
290	1,299	124	9.5%
609	6,750	642	9.5%
603	4,137	387	9.4%
273	1,422	133	9.4%
308	2,887	269	9.3%
620	2,384	222	9.3%
373	2,820	261	9.3%
333	1,803	162	9.0%
418	2,927	262	9.0%
489	3,004	267	8.9%
512	16,264	1436	8.8%
233	13,320	1174	8.8%
379	1,937	170	8.8%
617	1,735	152	8.8%
305	7,249	633	8.7%
450	1,854	161	8.7%
615	1,188	103	8.7%
636	1,822	157	8.6%

Appendix 1

District Regions

