

# Priority 3: Attract and Retain Outstanding Educators and Staff

**Goal 3A: By 2023, DPS will reduce the teacher turnover rate to below 14.3 percent.**

**Baseline Data**

The 2016-17 teacher turnover rate for DPS is 19.3 percent. For North Carolina as a whole, the rate is 13.5 percent.

**Benchmarks**

- 2018-19: 18.3 percent.
- 2019-20: 17.3 percent.
- 2020-21: 16.3 percent.
- 2021-22: 15.3 percent.
- 2022-23: 14.3 percent.

**Strategies**

1. Increase teacher compensation to ensure competitiveness with other top paying districts in North Carolina and the nation.
2. Elevate the reputation of Durham Public Schools by refining our selection, onboarding, mentoring, and off-boarding processes to be seamless, organized, and consistent.
3. Collaborate with DPS schools, colleges of education, and other organizations, in using data to drive our decisions with regard to educator recruitment and retention.
4. Work with school administrators, teacher advisory groups, and other stakeholders to enhance and improve educator working conditions. Work toward an overall increase in positive responses on the Teacher Working Conditions Survey (district average currently at 80 percent positive responses), with a particular focus on schools that are below the district average.

**Goal 3B: By 2023, the percentage of DPS educators and staff who identify as Hispanic/Latino will increase from 3 to 10 percent.**

**Baseline Data**

Two percent of our current certified staff identify as Hispanic/Latino, compared to 30 percent of our students. The gap is proportionately largest with this demographic.

**Benchmarks**

- 2018-19: 3 percent.
- 2019-20: 4 percent.
- 2020-21: 6 percent.
- 2021-22: 8 percent.

- **2022-23:** 10 percent.

### Strategies

1. Strengthen existing and create new and innovative partnerships to recruit, with a particular focus on educators of color from historically underrepresented groups and male educators, targeting schools where the gaps are most prevalent.
2. Create or scale up “Grow Our Own” programs for all staff, such as Teacher Assistant to Teacher and Teacher Cadet programs, in partnership with area colleges/universities and other partners.
3. Implement targeted recruitment strategies in collaboration with more than 200 “Hispanic Serving Institutions” nationwide.

**Goal 3C: By 2023, DPS will create and implement an employment satisfaction survey geared toward all staff and modeled by the Teacher Working Conditions survey, and will achieve at least an 85 percent satisfaction rate.**

### Baseline Data

DPS will develop the survey to establish its baseline in the first year.

### Benchmarks

- **2018-19:** Establish baseline data.
- **2019-20:** +2 percent of baseline.
- **2020-21:** +4 percent of baseline.
- **2021-22:** +6 percent of baseline.
- **2022-23:** +8 percent of baseline.

### Strategies

1. Ensure fair and competitive compensation for all DPS staff as measured by surveys, comparable-employer salary reviews, and other feedback from staff.
2. Work with supervisors, school administrators, staff advisory groups, and other stakeholders to enhance and improve staff working conditions, with the goal of an overall increase in positive responses on the new Staff Working Conditions survey.