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Memo

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Deputy Chief of Talent
Sarah Glasband, Director, Recruitment & Retention

Board Meeting Date January 8, 2020

Subject OUSD Retention Survey Results

Action Discussion

Background The Talent Division, in partnership with Research, Data and Assessment (RAD) launched the *OUSD All Employee Retention Survey* (Retention Survey) during the 2017-18 academic year. The Retention Survey survey is anonymous. Employees identify themselves by the following job categories:

- Teacher
- Certificated School Leader
- Central Office staff
- School Support Staff

Employees are asked a variety of questions to inform district-wide practices around employee retention and engagement. Questions are categorized by:

- Factors that make an employee want to stay with OUSD
- Factors that make an employee want to leave OUSD
- Stress factors

The survey also allows for open-text comments. In 2017-18 there were 2,157 employees who completed the retention survey. In 2018-19 there were 1,824 employees who completed the survey.

Discussion The survey contains a series of questions that begin "How much do the following factors make you want to stay or leave?" The questions were divided into categories (such as "Lifestyle Factors") and then specific factors (such as "Benefits" and "Salary").

The 2018-19 retention survey showed the following results for all employees:

The top five factors for employees wanting to **stay** with OUSD are:

1. Relationship and Culture: Relationships with students & families
2. Relationship and Culture: Relationships with co-workers
3. Lifestyle: Benefits
4. Relationship and Culture: Sense of ownership and control of my work
5. Relationship and Culture: Relationship with supervisor

The top five factors for employees wanting to **leave** OUSD are:

1. Basic Needs: Adequate resources and supplies
2. Lifestyle: Housing affordability in the bay area
3. Relationship and Culture: Work related stress
4. Lifestyle: Salary
5. Professional Growth & Development: Systems and processes that support you to do your job

Retention survey data is used to drive improvements to our retention and engagement strategies, including Organizational Wellness, Rewards & Recognition, Grow Oakland Initiatives and the Educator Friendly City.

Fiscal Impact

N/A – this is for informational purposes, there is no Board vote or action.

Attachments

Visit <http://www.ousddata.org/public-dashboards.html> to dive into the retention survey results