



# Oakland Unified School District

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## Legislation Text

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Discussion by Special Committee on Fiscal Vitality of:

- a. What is our turnover rate for teachers and principals? How does it vary across the district (geography as well as grade level and student need)?
- b. How does OUSD compare to other districts in Alameda County in retention for first and second year teachers?
- c. How much does it cost OUSD to recruit and support a new principal and teacher?
- d. What are the key drivers of OUSD's teacher and leader turnover rates?
- e. How do our teacher and principal salaries compare to other districts in Alameda County?
- f. When it comes to salary, what should we consider doing differently to improve retention?
- g. How much does salary come up in the retention/exit survey in terms of push/pull factor?
- h. What comparison school districts are doing or have done to address retention challenges? What are the costs of these strategies?