

Kansas Special Education Attrition Report 2018-2019

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Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2017-18 School Year Who Did Not Return for the 2018-19 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2017-18 and 2018-19 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. KSDE adopted a new system for reporting personnel for special education called CAPS, Categorical Aid Personnel System. The slight differences in how personnel are reported in the new system did result in slightly lower attrition data in this report. As future reports base attrition from CAPS data, consistency will return in analyzing the results. All personnel numbers reported represent a headcount of personnel rather than an FTE count. Below is a summary of select findings followed by detailed tables in each evaluated area.

Selected Findings

Table 1

Table 1 identifies the attrition rates for all certified special education personnel for each school year from 1976-77 through 2017-18. At the beginning of the 2018-19 school year, 851 of the 9,184 personnel employed during the 2017-18 school year did not return to a special education position in Kansas. This represented an attrition rate of 9.3%, lower than the previous year of 13.9%. This is below the national average of 12.8% for the first time since 2014.

Table 2

Table 2 identifies the attrition rates for the 2017-18 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:

- Early Childhood, 9.2%
- Behavior Disorder, 9.2%
- Interrelated, 9.1%
- Learning Disability, 7.0%
- Gifted, 8.4%

The largest related services categories had the following attrition rates:

- Nurses, 8.3%
- Social Worker, 11.6%
- Occupational Therapy, 8.3%

- Speech/Language, 8.5%
- School Psychologist, 9.9%

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 9.2% in 2018-19, which represented a continued increase in attrition and resulting in attrition higher than the national average for the first time. There were a number of categories with attrition changes worth noting.

Related services experienced a continued trend in decreasing total personnel that started in 2015 with 3,715 personnel to 3,371 in 2018-19. This resulted in a continued decrease of 8.5% in 2018-19. For the first time in four years, Speech/Language experienced a decrease in attrition from 13.9% in 2016-17 to 10.9% in 2017-18 and 8.5% in 2018-19. Additionally, School Psychologists continued to remain near their typical attrition rate below 10% (9.9%) after a significant increase to 15.1% in 2016-17.

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2018-19. Categories not currently represented at the state level were removed from the report. This year the state discontinued the use of the following categories of personnel: diagnostic teacher, mental retardation, physical impairment, program evaluation, and SEIM (materials center). These will no longer be reported in the attrition study.

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 slight decrease in attrition from 13.9% to 9.7%. Medium districts experienced a decrease in attrition rates from 13.7% to 7.5% after relatively little change the last four years. Finally, small districts experienced a significant increase in attrition from 9.4% to 10.0%.

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. There was a slight decrease in attrition rates for rural districts with 13.8% to 6.8% respectively. Urban districts experienced a significant decrease in attrition rates from 14.1% to 7.3%.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Cooperatives returned an attrition rate closer to 2012-13 with 9.5% attrition to 10.0% attrition in 2018-19. Additionally, school districts experienced a decrease from 13.4 % to 8.8% in 2018-19.

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 attrition rates in the region ranged from a high of 12.0% in the Southwest region to a low of 7.0% in the Northeast. The Northeast region experienced the most significant change in a decrease from 16.2% to 7.0% attrition rate in 2018-19. After several years above the average national attrition rate Wyandotte and Johnson Counties were below this year with a rate of 9.5%.

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. Middle level personnel experienced the highest decrease from 11.6% to 9.6%. Secondary continued to increase from 12.2% in 2016 to 14.1% in 2017 to 9.2% in 2018.

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. There was a significant decrease in attrition rate in the areas of behavior disabilities from 20.3% to 9.2%. Special education administrators met a historical high of 16.3% attrition in 2015-16, but returned to a historical low in 2016-17 at 3.6%

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 19.7% to 0%. Five years of data has now been compiled on school districts to be able to identify trends in districts where attrition is historically low.

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 report for 2018—19 resulted in an overall decrease in attrition compared to recent trends in Kansas of increased attrition rates. The introduction of a new personnel reporting system in Kansas for the 2018-19 school year may have impacted this attrition rate as schools become more familiar with a streamlined effort to report personnel. It will be important to determine if the trend continues in next year's attrition results.

Table 1**Special Education Annual Attrition Rates for 1976-77 Through 2017-18**

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%

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%
2017-18	9,184	851	9.3%
Total	266,303	29,129	10.9%

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

Category	Employed 2017-18	Leavers in 2018-19	Attrition Rate
Adapted PE	50	6	12.0%
Art Therapy	5	1	20.0%
Assistive Technology	12	0	0.0%
Audiology	28	3	10.7%
Behavior Disorder	184	17	9.2%
Behavior Specialist	16	0	0.0%
Counselors	167	20	12.0%
Early Childhood Handicapped	618	57	9.2%
Educational Interpreter	56	7	12.5%
Gifted	381	32	8.4%
Hearing Impaired	61	9	14.8%
Infant/Toddler	99	10	10.1%
Integration Specialist	28	4	14.3%
Interrelated Other	3661	334	9.1%
Learning Disabled	201	14	7.0%
Music Therapy	16	1	6.3%
Nurse	339	28	8.3%
Occupational Therapy	276	23	8.3%
Orientation/Mobility Specialist	4	0	0.0%
Personnel Development	46	7	15.2%
Physical Therapy	156	9	5.8%
Recreation Therapy	2	1	50.0%
Registered Dietician	3	0	0.0%
School Psychology	548	54	9.9%
Social Work	389	45	11.6%
Special Ed Administration	84	3	3.6%
Speech/Language	1005	85	8.5%
Supervisor	149	17	11.4%
Transition Services	26	0	0.0%
Visually Impaired	46	6	13.0%
Vocational Special Needs	15	3	20.0%
Work Study	4	1	25.0%

Table 3

Attrition Rate For Teaching Personnel			
Category	Teaching Personnel 2017-18	Leavers in 2018-19	Attrition Rate
Adapted PE	50	6	12.0%
Behavior Disorder	184	17	9.2%
Early Childhood Handicapped	618	57	9.2%
Gifted	381	32	8.4%
Hearing Impaired	61	9	14.8%
Interrelated Other	3661	334	9.1%
Infant/Toddler	99	10	10.1%
Learning Disabled	201	14	7.0%
Orientation/Mobility Specialist	4	0	0.0%
Visually Impaired	46	6	13.0%
Work Study	4	1	25.0%
Total	5309	486	9.2%

Table 4

Attrition Rate For Related Service Personnel			
Category	Related Services Personnel 2017-18	Leavers 2018-19	Attrition Rate
Special Ed Administration	84	3	3.6%
Assistive Technology	12	0	0.0%
Art Therapy	5	1	20.0%
Audiology	28	3	10.7%
Behavior Specialist	16	0	0.0%
Counselors	167	20	12.0%
Educational Interpreter	56	7	12.5%
Integration Specialist	28	4	14.3%
Music Therapy	16	1	6.3%
Nurse	339	28	8.3%
Occupational Therapy	276	23	8.3%
Personnel Development	46	7	15.2%
School Psychology	548	54	9.9%
Physical Therapy	156	9	5.8%
Registered Dietician	3	0	0.0%
Recreation Therapy	2	0	0.0%
Speech/Language	1,005	85	8.5%
Supervisor	149	17	11.4%
Social Work	389	45	11.6%
Transition Services	26	0	0.0%
Vocational Special Needs	15	3	20.0%
Total	3,371	287	8.5%

Table 5**Summary of Personnel Attrition by Category from 1976-77 to 2018-19**

Category	Employed from 1976-77 to 2017-18	Leavers from 1976-77 to 2018-19	Attrition Rate
Adapted PE	1993	209	10.5%
Art Therapy	244	29	11.9%
Assistive Technology	246	13	5.3%
Audiology	881	84	9.5%
Behavior Disorder	13372	1687	12.6%
Behavior Specialist	620	73	11.8%
Braille Transcriber	81	8	9.9%
Counselors	3486	516	14.8%
Early Childhood Handicapped	12981	1134	8.7%
Educational Interpreter	1774	401	22.6%
Gifted	16431	1763	10.7%
Hearing Impaired	2826	338	12.0%
Infant/Toddler	1262	136	10.8%
Integration Specialist	11079	1317	11.9%
Interrelated	51178	5434	10.6%
Learning Disability	21846	2394	11.0%
Music Therapy	460	43	9.3%
Nurse	9042	1231	13.6%
Occupational Therapy	5626	643	11.4%
Orientation/Mobility Specialist	1190	227	19.1%
Other Assignment	173	25	14.5%
Personnel Development	337	38	11.3%
Physical Therapy	4500	538	12.0%
Recreation Therapy	33	6	18.2%
Registered Dietician	1717	159	9.3%
School Psychology	16913	1381	8.2%
Severe/Multiple Handicapped	3127	372	11.9%
Social Work	11631	1019	8.8%
Special Ed Administration	3957	421	10.6%
Speech/Language	25584	2472	9.7%
Supervisor	3227	254	7.9%
Transition Services	611	50	8.2%
Visually Impaired	1538	124	8.1%
Vocational Special Needs	1034	133	12.9%
Work Study	597	42	7.0%

Table 6				
Attrition for Small, Medium, and Large Districts				
District Size	Number of Districts	Employed 2017-18	Leavers in 2018-19	Attrition Rate
Large Districts	29	7439	718	9.7%
Medium Districts	48	1665	125	7.5%
Small Districts	31	80	8	10.1%
Total	108	9184	851	9.3%

Table 7				
Attrition for Urban and Rural Districts				
District Location	Number of Districts	Employed in 2017-18	Leavers in 2018-19	Attrition Rate
Rural	83	5507	372	6.8%
Urban	25	3677	269	7.3%
Total	108	9184	641	7.0%

Table 8				
Special Education Attrition by Type of Administrative Plan				
Administrative Plan	Number of Districts	Employed 2017-18	Leavers in 2018-19	Attrition Rate
Cooperative	25	1447	145	10.0%
Interlocal	19	3779	358	9.5%
Other	26	148	14	9.5%
School District	38	3810	334	8.8%
Total	108	9184	851	9.3%

Table 9

Special Education Attrition by Geographic Region				
Geographic Region	Number of Districts	Employed 2017-18	Leavers 2018-19	Attrition Rate
1. Northwest	9	99	9	9.1%
2. Southwest	9	415	50	12.0%
3. North Central	17	2604	252	9.7%
4. South Central	18	347	29	8.4%
5. Sedgwick County	7	1382	120	8.7%
6. Northeast	12	474	33	7.0%
7. Wyandotte and Johnson Counties	13	2326	222	9.5%
8. East Central	14	1003	90	9.0%
9. Southeast	9	534	46	8.6%
Total	108	9184	851	9.3%

Table 10

Special Education Attrition for Teaching Personnel by Grade Level Assignments				
Grade Levels	Traditional Name	Employed 2017-18	Leavers 2018-19	Attrition Rate
Preschool	Preschool	704	63	8.9%
Infant/Toddler to 12	All	3171	289	9.1%
K-9	Elementary	2697	255	9.5%
6 - 8	Middle	993	95	9.6%
7 - 12	Secondary	1619	149	9.2%
	Total	9184	851	9.3%

Table 11: Annual Attrition Rates for Personnel in the Behavior Disability and Learning Disability from 1976-2017.

Year	Behavior Disability			Learning Disability		
	Employed	Leavers	%	Employed	Leavers	%
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%
Total	13,848	1,750	12.6%	22,433	2,464	11.0%

Table 12: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2017.

Year	Interrelated			Gifted			Early Childhood		
	Employed	Leavers	%	Employed	Leavers	%	Employed	Leavers	%
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%

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%
Total	75,692	8407	11.1%	16431	1,763	10.7%	13,551	1324	9.8%

Table 13: Annual Attrition Rates for Personnel in the Hearing Impaired, Visually Impaired, and Severe/Multiple Disabilities from 1976-2017.

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

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%
Total	2,826	338	12%	1,538	123	8.0%	3,367	398	11.8%

Table 14: Annual Attrition Rates for Personnel in the School Psychology, Social Work, and Special Ed Administration from 1976-2017.

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

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%
Total	18,125	1,482	8.2%	9,791	908	9.3%	4,050	325	8.0%

Table 15: Annual Attrition Rates for Personnel in the Special Ed. Counselor, Speech/Language, and Special Education Nurse from 1976-2017.

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

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%
Total	3,988	577	14.5%	28,263	2,784	9.9%	9,374	1,358	14.5%

Table 16: Annual Attrition Rates for Personnel in the Occupational Therapy and Physical Therapy from 1976-2017.

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

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%
Total	6,826	764	11.2%	4,093	506	12.4%

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

District Number	Employed in 2017-18	Leavers in 2018-19	Attrition Rate
202	81	11	13.6%
203	16	1	6.3%
204	26	3	11.5%
207	32	3	9.4%
229	424	34	8.0%
230	53	6	11.3%
231	128	16	12.5%
232	98	8	8.2%
233	481	29	6.0%
234	21	1	4.8%
259	1092	103	9.4%
260	132	8	6.1%
261	104	6	5.8%
263	44	2	4.5%
290	45	3	6.7%
308	90	7	7.8%
321	30	3	10.0%
330	13	0	0.0%
345	89	6	6.7%
353	35	0	0.0%
372	13	0	0.0%
383	147	12	8.2%
385	12	1	8.3%
389	11	0	0.0%
407	22	2	9.1%
409	33	4	12.1%
437	118	8	6.8%
450	65	4	6.2%
453	68	5	7.4%
457	108	7	6.5%
469	64	5	7.8%
475	147	18	12.2%
480	47	3	6.4%
497	247	20	8.1%
500	502	62	12.4%
501	326	44	13.5%
512	380	42	11.1%
602	92	8	8.7%
603	117	10	8.5%
605	131	14	10.7%
607	112	9	8.0%
608	142	8	5.6%

609	270	26	9.6%
610	102	7	6.9%
611	113	11	9.7%
613	142	28	19.7%
614	81	5	6.2%
615	28	0	0.0%
616	21	1	4.8%
617	51	3	5.9%
618	360	35	9.7%
619	34	4	11.8%
620	74	3	4.1%
636	80	5	6.3%
637	174	12	6.9%
638	220	20	9.1%
700	42	1	2.4%
701	38	2	5.3%
702	53	8	15.1%
704	41	5	12.2%
706	106	12	11.3%
707	69	10	14.5%
708	76	6	7.9%
709	56	6	10.7%
710	23	2	8.7%
712	25	2	8.0%
714	34	3	8.8%
715	98	15	15.3%
716	23	3	13.0%
717	21	3	14.3%
718	94	7	7.4%
720	138	9	6.5%
723	263	25	9.5%
724	61	8	13.1%
725	108	9	8.3%
726	66	13	19.7%

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

District Number	Employed in 2017-18	Leavers in 2018-19	Attrition Rate
613	142	28	19.7%
726	66	13	19.7%
715	98	15	15.3%
702	53	8	15.1%
707	69	10	14.5%
717	21	3	14.3%
202	81	11	13.6%
501	326	44	13.5%
724	61	8	13.1%
716	23	3	13.0%
231	128	16	12.5%
500	502	62	12.4%
475	147	18	12.2%
704	41	5	12.2%
409	33	4	12.1%
619	34	4	11.8%
204	26	3	11.5%
230	53	6	11.3%
706	106	12	11.3%
512	380	42	11.1%
709	56	6	10.7%
605	131	14	10.7%
321	30	3	10.0%
611	113	11	9.7%
618	360	35	9.7%
609	270	26	9.6%
723	263	25	9.5%
259	1092	103	9.4%
207	32	3	9.4%
407	22	2	9.1%
638	220	20	9.1%
714	34	3	8.8%
602	92	8	8.7%
710	23	2	8.7%
603	117	10	8.5%
385	12	1	8.3%
725	108	9	8.3%
232	98	8	8.2%
383	147	12	8.2%
497	247	20	8.1%
607	112	9	8.0%
229	424	34	8.0%

712	25	2	8.0%
708	76	6	7.9%
469	64	5	7.8%
308	90	7	7.8%
718	94	7	7.4%
453	68	5	7.4%
637	174	12	6.9%
610	102	7	6.9%
437	118	8	6.8%
345	89	6	6.7%
290	45	3	6.7%
720	138	9	6.5%
457	108	7	6.5%
480	47	3	6.4%
203	16	1	6.3%
636	80	5	6.3%
614	81	5	6.2%
450	65	4	6.2%
260	132	8	6.1%
233	481	29	6.0%
617	51	3	5.9%
261	104	6	5.8%
608	142	8	5.6%
701	38	2	5.3%
234	21	1	4.8%
616	21	1	4.8%
263	44	2	4.5%
620	74	3	4.1%
700	42	1	2.4%
330	13	0	0.0%
353	35	0	0.0%
372	13	0	0.0%
389	11	0	0.0%
615	28	0	0.0%

Table 19

Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2017-18 in order of District Number

District Number	Employed 1986-87 to 2017-18	Leavers 1986-87 to 2018-19	Attrition Rate
202	1965	240	12.2%
229	6794	630	9.2%
230	1127	148	13.1%
231	1479	227	15.3%
232	1788	247	13.8%
233	9504	866	9.1%
234	997	97	9.7%
244	584	64	11.0%
253	2886	308	10.7%
259	23405	2506	10.7%
260	3655	386	10.6%
261	1981	209	10.6%
263	839	87	10.4%
273	1082	107	9.9%
282	675	52	7.7%
290	935	97	10.4%
305	5347	479	9.0%
308	2178	211	9.7%
320	1373	182	13.3%
321	838	97	11.6%
330	381	44	11.6%
333	1421	124	8.7%
336	1435	115	8.0%
345	1734	198	11.4%
353	881	91	10.3%
364	552	62	11.2%
368	2903	252	8.7%
372	586	42	7.2%
373	2102	196	9.3%
379	1532	141	9.2%
383	3004	322	10.7%
389	573	45	7.9%
405	927	92	9.9%
407	697	72	10.3%

409	994	130	13.1%
418	2219	200	9.0%
428	1740	135	7.8%
437	2485	250	10.1%
450	1374	136	9.9%
453	4659	626	13.4%
457	3026	413	13.7%
465	2503	264	10.6%
475	3500	533	15.2%
480	1234	180	14.6%
489	2349	208	8.9%
495	1175	111	9.5%
497	5771	608	10.5%
500	12128	1491	12.3%
501	9739	851	8.7%
512	12770	1156	9.1%
602	2241	236	10.5%
603	3193	297	9.3%
605	3040	240	7.9%
607	3289	323	9.8%
608	2904	313	10.8%
609	4848	462	9.5%
610	2865	246	8.6%
611	3238	341	10.5%

Table 20

Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2017-18 in order of Attrition

District Number	Employed 1986-87 to 2017-18	Leavers 1986-87 to 2018-19	Attrition Rate
231	1479	227	15.4%
475	3500	533	15.2%
480	1234	180	14.6%
616	728	101	13.9%
232	1788	247	13.8%
457	3026	413	13.7%
453	4659	626	13.4%
320	1373	182	13.3%
230	1127	148	13.1%
409	994	130	13.1%
500	12128	1491	12.3%
202	1965	240	12.2%
321	838	97	11.6%
330	381	44	11.6%
345	1734	198	11.4%
364	552	62	11.2%
244	584	64	11.0%
614	1755	192	10.9%
608	2904	313	10.8%
383	3004	322	10.7%
259	23405	2506	10.7%
253	2886	308	10.7%
260	3655	386	10.6%
261	1981	209	10.5%
465	2503	264	10.5%
497	5771	608	10.5%
618	6086	641	10.5%
611	3238	341	10.5%
602	2241	236	10.5%
290	935	97	10.4%
263	839	87	10.4%
407	697	72	10.3%
353	881	91	10.3%
613	3795	389	10.2%

437	2485	250	10.1%
405	927	92	9.9%
450	1374	136	9.9%
273	1082	107	9.9%
607	3289	323	9.8%
234	997	97	9.7%
308	2178	211	9.7%
609	4848	462	9.5%
495	1175	111	9.5%
373	2102	196	9.3%
603	3193	297	9.3%
615	937	87	9.3%
229	6794	630	9.3%
379	1532	141	9.2%
233	9504	866	9.1%
512	12770	1156	9.0%
636	1284	116	9.0%
418	2219	200	9.0%
305	5347	479	9.0%
489	2349	208	8.9%
617	1350	119	8.8%
620	1804	158	8.8%
501	9739	851	8.7%
333	1421	124	8.7%

Appendix 1

District Regions

