

District	Fiscal Year 2022			Fiscal Year 2021			Fiscal Year 2020			Fiscal Year 2019		
	Total Staff Employed	Retirements and Resignations	Turnover Rate	Total Staff Employed	Retirements and Resignations	Turnover Rate	FY20 Total Staff Employed	FY20 # of Retirements and Resignations	FY20 Turnover Rate	FY19 Total Staff Employed	FY19 # of Retirements and Resignations	FY19 Turnover Rate
Academy D20	3,607	846	23.45%	3,603	623	17.29%	3,552	646	18.19%	3,459	586	16.94%
Cheyenne Mountain D12	842	57	6.77%	735	95	12.93%	791	109	13.78%	761	120	15.77%
Colorado Springs D11	4,080	469	11.50%	4,104	381	9.28%	3,793	862	22.73%	3,798	876	23.06%
Fountain-Fort Carson D8	1,114	253	22.71%	1,061	252	23.75%	1,090	281	25.78%	1,063	281	26.43%
Harrison D2	1,596	365	22.87%	1,549	317	20.46%	1,667	375	22.50%	1,742	405	23.25%
Lewis-Palmer D38	779	106	13.61%	798	94	11.78%	818	133	16.26%	825	120	14.55%
Manitou Springs D14	225	53	23.56%	218	53	24.31%	228	20	8.77%	226	19	8.41%
Widefield D3	1,386	270	23.00%	1,344	234	17.41%	1,323	129	9.75%	1,283	148	11.54%
Falcon D49 **												
Pikes Peak Region (El Paso County) Average			18.43%			18.62%			17.22%			17.49%
	Years when MSSD14 has highest turnover rate compared to every district in the region.						MSSD14 has below average turnover rate compared to the region					

**Please Note: D49 would charge a significant amount for this information even though all of the other districts provided it free of charge.

All data was gathered through Colorado Open Records Act requests to each individual school district. FY22 total resignations and retirements for D14 was taken from Personnel Reports on the District website.

Key Takeaways:

1) In one year Manitou went from the lowest turnover rate of all districts in the region to the highest. In fiscal years 2020 and 2019 Manitou had the lowest turnover rate in the region and in fiscal years 2021 and 2022 it had the highest rate in the region.

2) Comparing raw numbers can be misleading which is why this spreadsheet provides a multidimensional perspective. For example, the Pikes Peak Region turnover average remains consistent year over year. District like D2 have fairly consistent turnover rates that, for the last 4 fiscal years, have only varied by a few percentage points.

3) We often hear that districts everywhere are experiencing unprecedented turnover and that the rate of teacher leave is worse than it has ever been. However, for the most part the numbers do not bear this out. Furthermore, the numbers show that D12, for example, significantly reduced its already low turnover from fiscal year 2021.