

DEFINITIONS AND METHODOLOGY

DEFINITIONS:

- **Teacher:** A school-based employee who instructs any core or non-core academic subject. INCLUDES general or special education teachers instructing students in the “core” subject areas of English language arts, math, science and social studies, as well as non-core subjects such as arts, foreign language and physical education. EXCLUDES student support professionals (e.g., speech therapists or social workers, counselors, librarians, coaches, principals, special education coordinators, program coordinators, deans, office staff, custodians, or any other non-instructional personnel).
- **Principal:** A school-based administrator responsible for overseeing the operation of a particular school. EXCLUDES head of schools, deputies, instructional superintendents, and other persons with LEA-wide responsibilities (e.g., accountants, auditors, business managers, facilities managers, technology, information system administrators), assistant principals and persons who supervise school operations, assign duties to staff members, supervise and maintain the records of the school, and coordinate school instructional activities with those of the education agency, including department chairpersons.
- **School Counselors:** Professional staff assigned specific duties and school time for counseling students and parents, addressing learning problems, evaluating students’ abilities, and assisting students in career and personal development.
- **Special Education Support Staff:** Professional staff who work specifically or exclusively with students with disabilities. INCLUDES audiologists, rehabilitation counselors, interpreters, medical/nursing personnel, occupational therapists, orientation and mobility specialists, physical therapists, school psychologists, therapeutic recreation specialists, social workers, and speech language pathologists.

SECTOR:

- **DCPS:** Displays aggregate data for all DC Public Schools.
- **PCS:** Displays aggregate data for all public charter schools within the District.

DATA CALCULATIONS:

To calculate staff retention, staff with a full time equivalent (FTE) of 0.5 or greater in Year 1 were included in the denominator of each retention analysis. Each retention category was calculated using the following methods:

- **Stayer:** Educators with an FTE of 0.5 or greater in Year 1 who remained employed in the same role type at the same school in Year 2
- **Mover (Same role type, new school):** Educators with an FTE of 0.5 or greater in Year 1 who had the same role type at a new school in Year 2
- **Changer (New role type):** Educators with an FTE of 0.5 or greater in Year 1 who had a different role type in Year 2, either at the same or a different school
- **Leaver:** Educators with an FTE of 0.5 or greater in Year 1 who left the DC public education workforce in Year 2