



# HUMAN RESOURCES

Recruitment, Retention,  
and Employee Turnover



INDEPENDENT SCHOOL DISTRICT

# CURRENT STAFF



<b>325</b>	Total Employees	<b>27</b>	Custodians
<b>144</b>	Teachers/Sweeny Teach	<b>21</b>	Food Service
<b>33</b>	Teacher Aides	<b>9</b>	Maintenance
<b>58</b>	Substitutes	<b>16</b>	Transportation
<b>32</b>	Masters Degrees	<b>4</b>	Police



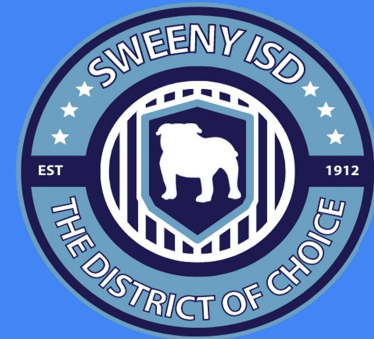
- **Hired 12 Teachers**
- **Hired 10 At-Will Employees**
- **Hired 31 Substitutes**

# TEACHER TURNOVER



YEAR	SWEENY ISD	STATE
25-26	8.3%	
24-25	10.6%	16.6%
23-24	22.4%	19.1%
22-23	29.0%	21.4%
21-22	23.1%	17.7%
20-21	15.0%	14.3%

# EMPLOYEE TURNOVER



- 12 Teachers
- 3 High School
- 1 Junior High
- 8 Elementary

# EXIT INTERVIEW FEEDBACK

## What prompted reason for leaving?

- Retirement
- Treatment of instructional coaches
- Personal family obligations
- Career change
- Medical Reasons
- Dissatisfaction with supervisor
- Sudden change in position, back to teacher

## What did you enjoy most about Sweeny ISD?

- Salary
- Amazing teachers
- Great team, staff
- Parent support
- Collaborating
- Community
- Technology support

# EXIT INTERVIEW FEEDBACK

## What did you like least about Sweeny ISD?

- Poor leadership
- Not focused on what's best for adults
- Not enough student devices
- Lack of campus support
- Too much drama
- Communication
- Hate processing PO's for student travel
- Dissatisfaction with co-workers
- Lack of professionalism

## What would you change or improve?

- New leadership
- Improve communication
- Improve discipline
- It's all good, no problems
- More spring pep rallies
- Staff on phones
- Do what's best for students
- Hire leaders who collaborate
- Improve curriculum



- **Students first! Every decision is made based on what is best for students! Excellence in everything we do!**
- **We are going to a new level of excellence!**
- **IT STARTS WITH ME!**
- **BOOTS ON THE GROUND!**

# **SWEENEY**

INDEPENDENT SCHOOL DISTRICT

