ALBEMARLE COUNTY PUBLIC SCHOOLS

ANNUAL REPORT 2025

Appendices

ALBEMARLE COUNTY PUBLIC SCHOOLS

Teacher 5-Year Trends

	21-22	22-23	23-24	24-25	25-26
Total Staff	1,378	1,339	1,408	1,398	**1395**
Male	23%	24%	23%	21%	**22%**
Female	77%	76%	77%	78%	**78%**
White (Non-Hispanic)	89%	89%	87%	87%	**86%**
Black or African American	5%	4%	6%	6%	**6%**
Hispanic or Latino	2%	2%	3%	3%	**4%**
Asian	1%	2%	2%	2%	**2%**
American Indian or Alaskan Native	<1%	<1%	<1%	<1%	**<1**
Native Hawaiian or Pacific Islander	<1%	<1%	<1%	0%	**0%**
Two or More Races	2%	2%	2%	2%	**2%**
Average Age	42	42	42	43	**43**
Average Years of Service	8	8	8	8	**8**
New Hires	220	209	252	180	**186**
Male	22%	26%	16%	13%	**30%**
Female	78%	74%	84%	87%	**70%**
White (Non-Hispanic)	81%	84%	75%	83%	**79%**
Black or African American	6%	5%	14%	4%	**8%**
Hispanic or Latino	4%	3%	6%	8%	**8%**
Asian	3%	3%	2%	2%	**3%**
American Indian or Alaskan Native	0%	0%	0%	0%	**<1%**
Native Hawaiian or Pacific Islander	<1%	<1%	0%	0%	**0%**
Two or More Races	5%	4%	3%	3%	**2%**
Retirements Only	34	44	32	41	**40**
Male	12%	11%	22%	32%	**13%**
Female	88%	89%	78%	68%	**87%**
White (Non-Hispanic)	91%	95%	97%	95%	**97%**
Black or African American	6%	5%	0%	0%	**3%**
Hispanic or Latino	3%	0%	3%	5%	**0%**
Asian	0%	0%	0%	0%	**0%**
American Indian or Alaskan Native	0%	0%	0%	0%	**0%**
Native Hawaiian or Pacific Islander	0%	0%	0%	0%	**0%**
Two or More Races	0%	0%	0%	0%	**0%**
Average Age at Retirement	62	58	60	62	**62**
All Separations	169	236	159	186	**178**
Male	14%	22%	22%	23%	**17%**
Female	86%	78%	78%	77%	**83%**
White (Non-Hispanic)	85%	86%	85%	83%	**83%**
Black or African American	5%	7%	4%	7%	**6%**
Hispanic or Latino	7%	2%	4%	6%	**4%**
Asian	1%	1%	2%	2%	**3%**
American Indian or Alaskan Native	1%	0%	0%	0%	**0%**
Native Hawaiian or Pacific Islander	0%	1%	0%	<1%	**0%**
Two or More Races	2%	3%	6%	1%	**2%**

Retention Rate	87.40%	82.90%	88.10%	86.79%	**87.27%**

Total Staff as of 8/31/2025. New Hires, Retirements and Terminations for the period 9/1/24 - 8/31/25.

Classified 5-Year Trends

	20-21	21-22	22-23	23-24	24-25	25-26*
Total Staff	1,056	1,131	1,134	1,204	1,255	**1302**
Male	28%	27%	26%	26%	27%	**28%**
Female	72%	73%	74%	74%	73%	**72%**
White (Non-Hispanic)	72%	69%	68%	64%	63%	**65%**
Black or African American	20%	21%	20%	22%	22%	**21%**
Hispanic or Latino	4%	4%	5%	6%	6%	**6%**
Asian	3%	4%	4%	5%	5%	**5%**
American Indian or Alaskan Native	<1%	<1%	<1%	<1%	<1%	**<1%**
Native Hawaiian or Pacific Islander	<1%	0%	0%	<1%	0%	**0%**
Two or More Races	2%	2%	2%	2%	2%	**2%**
Average Age	49	47	47	47	47	**48**
Average Years of Service	8	7	7	6	6	**7**
New Hires	51	323	349	375	299	**217**
Male	22%	23%	24%	24%	29%	**35%**
Female	78%	77%	76%	76%	71%	**65%**
White (Non-Hispanic)	75%	65%	66%	55%	60%	**61%**
Black or African American	14%	20%	17%	24%	25%	**23%**
Hispanic or Latino	2%	4%	8%	10%	6%	**8%**
Asian	8%	5%	5%	6%	4%	**5%**
American Indian or Alaskan Native	0%	<1%	1%	<1%	1%	**0%**
Native Hawaiian or Pacific Islander	0%	0%	0%	<1%	0%	**0%**
Two or More Races	2%	6%	3%	4%	4%	**2%**
Retirements Only	47	49	40	31	35	**23**
Male	19%	24%	40%	26%	26%	**48%**
Female	81%	76%	60%	74%	74%	**52%**
White (Non-Hispanic)	74%	86%	80%	84%	77%	**71%**
Black or African American	23%	10%	18%	13%	23%	**26%**
Hispanic or Latino	2%	2%	3%	3%	0%	**4%**
Asian	0%	2%	0%	0%	0%	**0%**
American Indian or Alaskan Native	0%	0%	0%	0%	0%	**0%**
Native Hawaiian or Pacific Islander	0%	0%	0%	0%	0%	**0%**
Two or More Races	0%	0%	0%	0%	0%	**0%**
Average Age at Retirement	64	62	64	66	66	**63**
All Separations	224	248	310	230	248	**221**
Male	26%	23%	29%	24%	27%	**33%**
Female	74%	77%	71%	76%	73%	**67%**
White (Non-Hispanic)	72%	72%	69%	69%	61%	**57%**
Black or African American	21%	18%	19%	18%	25%	**29%**
Hispanic or Latino	3%	4%	5%	7%	4%	**6%**
Asian	2%	3%	5%	2%	4%	**5%**
American Indian or Alaskan Native	0%	0%	<1%	<1%	1%	**<1%**
Native Hawaiian or Pacific Islander	<1%	0%	0%	0%	<1%	**0%**
Two or More Races	2%	3%	3%	4%	4%	**2%**
Retention Rate	80.40%	76.50%	72.60%	79.70%	79.40%	**82.39%**

Total Staff as of 8/31/25. New Hires, Retirements and Terminations for the period 9/1/24 - 8/31/25.

** Since "administrators" were redefined beginning in 25-26 to reflect only employees that are truly in administrative positions, some employees that were considered administrators in 2024-2025 are now considered classified. Thus there are more classified employees in 2025-2026.*

Division Statistics - 9/1/2024 - 8/31/2025

												Separation**		Turnover***	
	Employee Count 8/31/25*	Male	Female	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Two or More Races	Average Years of Service	New Hires 9/1/2024 - 8/31/2025**	All Employees	Retirement or Death in Service Only	All Employees	Excluding Retirement or Death in Service
Elementary Schools															
Agnor	85	10	75	68	8	4	2	2	1	7	16	16	5	18.82%	12.94%
Baker-Butler	99	8	91	79	7	8	4		1	6	17	19	6	19.19%	13.13%
Broadus Wood	48	3	45	45	1		1		1	7	5	9	1	18.75%	16.67%
Brownsville	78	8	70	72	2	1	2		1	8	6	13	2	16.67%	14.10%
Crozet	67	6	61	65	2					8	5	9	1	13.43%	11.94%
Greer	98	10	88	72	12	6	5		3	7	13	15	2	15.31%	13.27%
Hollymead	72	8	64	57	6		7		2	9	7	7	1	9.72%	8.33%
Ivy	47	4	43	42		2		1	2	8	7	6	1	12.77%	10.64%
Mountain View	115	14	101	82	10	19	3		1	8	11	18	3	15.65%	13.04%
Murray Elem	43	7	36	36	2	3	1		1	8	7	5	1	11.63%	9.30%
Red Hill	38	4	34	32	3	2	1			6	10	7		18.42%	18.42%
Scottsville	38	8	30	34	1	3				6	4	4		10.53%	10.53%
Stone-Robinson	75	4	71	66	4	1	1		3	8	9	12	2	16.00%	13.33%
Stony Point	40	3	37	34	1	1	1		3	10	8	5	1	12.50%	10.00%
Woodbrook	93	8	85	65	16	4	5		3	5	12	11		11.83%	11.83%
Secondary Schools															
Albemarle	207	63	144	144	33	17	3		10	7	33	40	6	19.32%	16.43%
Burley	67	23	44	52	9	2	2	1	1	7	10	12	1	17.91%	16.42%
Center for Learning & Growth	5	1	4	4		1				3	1	3	2	60.00%	20.00%
Center I	13	7	6	11	1		1			4	2	3		23.08%	23.08%
Community Lab School	31	11	20	29	1	1				8	3	3		9.68%	9.68%
Henley	91	28	63	76	7	3		1	4	8	11	12	1	13.19%	12.09%
Journey	87	26	61	55	25	3	2		2	6	17	14	3	16.09%	12.64%
Lakeside	66	16	50	56	6	2	1		1	11	3	3		4.55%	4.55%
Monticello	138	54	84	113	17	3	1		4	9	11	18	3	13.04%	10.87%
Post High Program	26	4	22	19	6				1	3	10	3		11.54%	11.54%
Walton	57	16	41	45	10	2				10	3	3	1	5.26%	3.51%
Western Albemarle	138	53	85	119	9	5	3		2	8	21	18	2	13.04%	11.59%
Departments															
Building Services	197	139	58	81	56	25	32	2	1	9	24	33	6	16.75%	13.71%
Child Nutrition	105	12	93	71	26	4	4			7	16	12		11.43%	11.43%
Community Engagement	5	1	4	1	4					9	1	3	2	60.00%	20.00%
Department of Safety & Security	3	3		2	1					5	1			0.00%	0.00%
Division Support	6	1	5	4	2					9	1	1	1	16.67%	0.00%
Extended Day Enrichment Prgm	57	6	51	32	20	2	2	1		7	13	5		8.77%	8.77%
Federal Programs	2		2	1		1				11		2	1	100.00%	50.00%
Fiscal Services	12	2	10	9	2		1			17				0.00%	0.00%
Human Resources	26	8	18	18	5		2		1	8	1	1		3.85%	3.85%
Instruction	20	2	18	13	5	1		1		12	1	2	2	10.00%	0.00%
International and EL Program	12		12	7		4	1			2	5	1		8.33%	8.33%
Professional Development	18	2	16	17	1					12	1	4	1	22.22%	16.67%
School Board	10	2	8	7	2		1			6	2	2	1	20.00%	10.00%
Special Education	74	6	68	67	4	1	1		1	8	10	14	2	18.92%	16.22%
Strategic Communications	5	1	4	4	1					7				0.00%	0.00%
Strategic Planning	4	2	2	4						18				0.00%	0.00%
Student Services	19	14	5	13	6					7	1	2		10.53%	10.53%
Technology	57	38	19	49	5				3	10		2		3.51%	3.51%
Transportation	233	91	142	174	48	3	2		6	8	37	27	4	11.59%	9.87%
Totals	**2827**	**737**	**2090**	**2146**	**387**	**134**	**92**	**9**	**59**	**8**	**376**	**399**	**65**	14.11%	11.81%

**Dual job employees working in more than one location are counted at each location. Dual job employees working at a single location are only counted once.*

***New hires are brand-new hires to the division and terms are employees who have left the division. Internal movement is not included.*

****Turnover equals number of terminated employees divided by actual number of employees that were on staff as of 8/31/2025.*

Ethnicity by Location – Teachers

	Male							Female							Grand Total
	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Two or more races	Male Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Two or more races	Female Total	
Agnor Elementary School	6						6	41	2	3		1		47	53
Albemarle High School	40	8	2			4	54	81	6	9	3		3	102	156
Baker-Butler Elementary School	7		1				8	46		3	2			51	59
Broadus Wood Elementary School	2						2	24					1	25	27
Brownsville Elementary School	4						4	37	2					39	43
Burley Middle School	15		1				16	28	4	1	2			35	51
Center for Learning & Growth	1						1	3						3	4
Center I	6						6	4	4					4	10
Community Lab School	9						9	12		1				13	22
Crozet Elementary School	5						5	36	2					38	43
Greer Elementary School	3						3	47	4	4	2		2	59	62
Henley Middle School	17	2			1	1	21	45		1			1	47	68
Hollymead Elementary School	3						3	31	3		2		1	37	40
Instruction								2						2	2
International and EL Programs								5			1			6	6
Ivy Elementary School	4						4	24		1		1	1	27	31
Journey Middle School	15	4					19	34	10	1	2		1	48	67
Lakeside Middle School	11	1					12	34	1	1	1			37	49
Monticello High School	36	1	3			1	41	54	1				2	57	98
Mountain View Elem School	8	1	1				10	45	3	10	3		1	62	72
Murray Elementary School	4						4	18	1	1				20	24
Post High Program								10	1				1	12	12
Professional Development		1					1	14						14	15
Red Hill Elementary School	2		1				3	17	1		1			19	22
Scottsville Elementary School	2	1	1				4	19						19	23
Special Education	4						4	47	2	1	1		1	52	56
Stone-Robinson Elem. School	3						3	35	1				3	39	42
Stony Point Elementary School								21						21	21
Student Services	5	1					6	1						1	7
Technology	4	1					5	7					1	8	13
Walton Middle School	8		1				9	28	3					31	40
Western Albemarle High School	37		1	1			39	53	3	2	1		1	60	99
Woodbrook Elementary School	4	1					5	38	7	3	4		1	53	58
Grand Total	**265**	**22**	**12**	1	**1**	**6**	**307**	**941**	**57**	**42**	**25**	**2**	**21**	**1088**	**1395**

Data as of 8/31/2025.

Historical Data on New Teachers
SY 2023-24 to SY 2025-26

Demographic	New Hires 2023-2024	% New Hires 2023-2024	New Hires 2024-2025	% New Hires 2024-2025	New Hires 2025-2026	% New Hires 2025-2026
Teachers of Color	57	27%	30	17%	39	21%
1st Year Teachers	79	37%	37	21%	49	26%
1st Year Teachers of Color	27	13%	3	2%	10	20%
First 3 Years	102	47%	59	33%	69	37%
Bachelors	82	39%	68	38%	72	39%
Masters	123	58%	108	60%	108	58%
Doctorate	5	3%	4	2%	6	3%
Male	32	15%	24	13%	57	31%
Female	183	85%	156	87%	129	69%
Total	215	100%	180	100%	186	100%