

Kansas Special Education Attrition Report 2015-16

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Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2015-16 School Year Who Did Not Return for the 2016-17 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2015-16 and 2016-17 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. A combination of pivot tables and formulas were conducted in Microsoft Excel, and compared to previous years reports, to examine trends in special education personnel attrition. 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 2015-16. At the beginning of the 2016-17 school year, 1209 of the 8,931 personnel employed during the 2015-16 school year did not return to a special education position in Kansas. This represented an attrition rate of 13.5%, higher than the previous year of 12.7%. This continues to be higher than the 12.8% national average for teacher attrition, which has not historically been the case in Kansas until 2014.

Table 2

Table 2 identifies the attrition rates for the 2015-16 school year for the 36 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:

- Mental Retardation, 16.1%
- Early Childhood, 12.2%
- Behavior Disorder, 13.8%
- Interrelated, 13.3%
- Learning Disability, 13.3%
- Gifted, 14.4%

The largest related services categories had the following attrition rates:

- Nurses, 15%
- Social Worker, 13.3%
- Occupational Therapy, 10.6%

- Speech/Language, 13.9%
- School Psychologist, 15.1%

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 13.6% in 2015-16, 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. Interrelated experienced an attrition rate higher than the national average at 13.3% for the third year in a row, which was an increase from 9% in 2012-13. Teachers under the category Mental Retardation had a significant increase from 11% in 2014-15 to 16.1% in 2015-16. Additionally, Infant/Toddler experienced a significant increase, as well, from 5% attrition in 2014-15 to 14.2% in 2015-16.

Related services experienced a slight increase in total personnel from 3,516 in 2014-15 to 3,715 in 2015-16. This resulted in a slight increase in the attrition rate from 12.2% in 2014-15 to 13.4% in 2015-16. Speech/Language continued to experience an increase in attrition, which has been trending up for the last four years, including 12% in 2014-15 to 13.9% in 2015-16. Additionally, School Psychologists experienced a significant increase from 10% in 2014-15 to 15.1% in 2015-16.

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2015-16. Categories not currently represented at the state level were removed from the report. Those categories include, but not limited to: Educable MR, Trainable MR, Interrelated LD/EMR, Interrelated LD/EMR/BD. From 1976-77 to present day, school districts have employed 224,852 in the remaining categories and experienced an attrition rate of 10.67% below the national average of 12.8%.

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 increase in attrition from 12.2% to 13.6%. Medium districts experienced no change in attrition rates and continued to result in 13.7% attrition. Finally, small districts experienced a significant decrease in attrition from 15.2% to 9.4%.

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

increase in attrition rates for rural districts with 12.2% to 13% respectively. Urban districts experienced a slight increase in attrition rates from 13.2% to 14.2%.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Cooperatives continued to experienced a significant increase in attrition that began in 2012-13 with 9.5% attrition to 14.2% attrition in 2015-16. Additionally, school districts experienced a slight increase from 13.2 % to 13.4% in 2015-16. The administrative plans described as other had a slight decrease from 15% in 2014-15 to 13.8% in 2015-16.

Table 9

Table 9 identifies the attrition rates by geographical region. These regions and a corresponding map can be examined in Appendix 2 of this report. The attrition rates in the region ranged from a high of 14.6% in the Southwest region to a low of 11.6% in the Northwest. The Sedgwick County region experienced the most significant change in an increase from 10.9% to 13.2% attrition rate in 2015-16 returning to an attrition percentage closer to historical averages after a low year in 2014-15 with 10.9%. Wyandotte and Johnson Counties continued to have an attrition rate higher than the national average with 14.1% in 2015-16.

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 15.4% to 11.6%. Secondary increased from 12.2% to 14.1%, while those who taught all grade levels increased from 11% to 13.4%. Preschool and elementary attrition remained mostly unchanged.

Table 11, 12, 13, 14, 15, and 16

Tables 11 thru 16 summarized the annual attrition data for 17 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. For example, there was growth in physical therapy and occupational therapy personnel, but overall there was a decline on most personnel categories in 2015-16. There was a significant increase in attrition rate in the areas of severe/multiple disabilities from 8% to 17.1% and school psychologist 10% to 15.1%. School psychologists experienced the largest attrition rate since 1984. Special education administrators met a historical high of 16.3% attrition in 2015-16, an increase of 2.3% from 2014-15 (14.0%).

Tables 17, 18, 19, and 20

Tables 17 thru 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 27.3% to 0%. Four years of data has now been compiled on school

districts to be able to identify trends in districts where attrition is historically low. This data will be included in the report once 5 years of attrition data is collected.

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. In 2014-15 the state experienced, for the first time attrition higher than the national average, and in 2015-16 this trend continued with overall attrition increasing from 13% to 13.5%. Moreover, specific categories of positions, such as school psychologist, experienced a significant increase in attrition at 15.1% and severe/multiple disabilities jumping to 17.1%. In the 2014-15 attrition report, it was noted that it would be important to examine the attrition data from 2015-16 to determine if it was simply an anomaly that attrition seemed to increase across the board in 2014-15. Data in this report conveys that this was not an anomaly but a new trajectory that attrition of special education personnel increased across the state in subsequent years. This data does not allow us to determine the cause of the attrition increase, and many factors can effect it including more personnel reaching retirement age and the state of school funding in Kansas. It will be critical to determine if attrition continues to rise in 2016-17 as the state begins to feel the effects of experienced teachers leaving the field.

Table 1			
Special Education Annual Attrition Rates for 1976-77 Through 2015-16			
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	14.7%
1984-85	4,533	681	15.0%
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	9.0%
1992-93	5,919	531	9.0%
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	10.1%
2000-01	7,618	844	11.1%
2001-02	7,886	866	11.0%
2002-03	7,995	848	10.6%
2003-04	7,922	780	9.8%
2004-05	8,053	884	11.0%
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	1066	11.8%
2014-15	9,025	1141	12.7%
2015-16	8,931	1209	13.5%
Total	257,147	27,854	10.8%

Attrition Rate For All Special Education Personnel by Category 2015-16			
Category	Employed 2015-16	Leavers 2016-17	Attrition Rate
Special Ed Administration	92	15	16.3%
Adapted PE	50	10	20.0%
Assistive Technology	13	0	0.0%
Art Therapy	2	0	0.0%
Audiology	32	2	6.3%
Behavior Disorder	188	26	13.8%
Braille Transcriber	8	1	12.5%
Behavior Specialist	10	1	10.0%
Counselors	163	20	12.3%
Early Childhood Handicapped	559	68	12.2%
Gifted	410	59	14.4%
Hearing Impaired	65	6	9.2%
Educational Interpreter	56	10	17.9%
Interrelated Other	3320	443	13.3%
Integration Specialist	21	1	4.8%
Infant/Toddler	106	15	14.2%
Learning Disabled	195	26	13.3%
Mental Retardation	218	35	16.1%
Music Therapy	17	1	5.9%
Nurse	327	49	15.0%
Other Assignment	28	5	17.9%
Orientation/Mobility Specialist	6	2	33.3%
Occupational Therapy	330	35	10.6%
Personnel Development	42	7	16.7%
School Psychology	615	93	15.1%
Physical Therapy	171	20	11.7%
Registered Dietician	4	0	0.0%
Recreation Therapy	1	0	0.0%
Speech/Language	1117	155	13.9%
Severe/Multiple Handicapped	111	19	17.1%
Supervisor	121	12	9.9%
Social Work	430	57	13.3%
Transition Services	31	6	19.4%
Visually Impaired	50	6	12.0%
Vocational Special Needs	19	3	15.8%
Work Study	3	1	33.3%
Total	8931	1209	13.5%

Table 3

Attrition Rate For Teaching Personnel 2015-16			
Category	Teaching Personnel 2015-16	Leavers 2016- 17	Attrition Rate
Adapted PE	50	10	20.0%
Behavior Disorder	188	26	13.8%
Diagnostic Teacher			
Early Childhood Handicapped	559	68	12.2%
Gifted	410	59	14.4%
Hearing Impaired	65	6	9.2%
Interrelated Other	3320	443	13.3%
Infant/Toddler	106	15	14.2%
Learning Disabled	195	26	13.3%
Mental Retardation	218	35	16.1%
Orientation/Mobility Specialist	6	2	33.3%
Severe/Multiple Handicapped	111	19	17.1%
Visually Impaired	50	6	12.0%
Work Study	3	1	33.3%
Total	5281	716	13.6%

Table 4

Attrition Rate For Related Services Personnel 2015-16			
Category	Related Services Personnel 2015-16	Leavers 2016-17	Attrition Rate
Special Ed Administration	92	15	16.3%
Assistive Technology	13	0	0.0%
Art Therapy	2	0	0.0%
Audiology	32	2	6.3%
Braille Transcriber	8	1	12.5%
Behavior Specialist	10	1	10.0%
Counselors	163	20	12.3%
Hearing Impaired	65	6	9.2%
Educational Interpreter	56	10	17.9%
Integration Specialist	21	1	4.8%
Music Therapy	17	1	5.9%
Nurse	327	49	15.0%
OA	28	5	17.9%
Occupational Therapy	330	35	10.6%
Personnel Development	42	7	16.7%
School Psychology	615	93	15.1%
Physical Therapy	171	20	11.7%
Registered Dietician	4	0	0.0%
Recreation Therapy	1	0	0.0%
Speech/Language	1117	155	13.9%
Supervisor	121	12	9.9%
Social Work	430	57	13.3%
Transition Services	31	6	19.4%
Vocational Special Needs	19	3	15.8%
Total	3715	499	13.4%

Table 5

Summary of Personnel Attrition by Category from 1976-77 to 2015-16			
Category	Employed from 1976-77 to 2015-16	Leavers from 1976-77 to 2015-16	Attrition Rate
Adapted PE	1892	198	10.47%
Art Therapy	231	28	12.12%
Assistive Technology	231	12	5.19%
Audiology	823	79	9.60%
Behavior Disorder	13016	1635	12.56%
Behavior Specialist	594	73	12.29%
Braille Transcriber	63	8	12.70%
Counselors	3147	469	14.90%
Diagnostic Teacher	743	76	10.23%
Early Childhood Handicapped	11766	1004	8.53%
Educational Interpreter	1642	377	22.96%
Gifted	15666	1677	10.70%
Hearing Impaired	2704	323	11.95%
Infant/Toddler	1063	119	11.19%
Integration Specialist	11024	1308	11.87%
Interrelated	47417	5093	10.74%
Learning Disability	21421	2354	10.99%
Mental Retardation	5613	547	9.75%
Music Therapy	428	41	9.58%
Nurse	8328	1140	13.69%
Occupational Therapy	5055	610	12.07%
Orientation/Mobility Specialist	1175	224	19.06%
Other Assignment	68	14	20.59%
Personnel Development	247	31	12.55%
Physical Therapy	4184	517	12.36%
Physically Impaired	435	29	6.67%
Program Evaluation	41	7	17.07%
Recreation Therapy	30	6	20.00%
Registered Dietician	1710	159	9.30%
School Psychology	15822	1272	8.04%
SEIMC (Materials Center)	736	71	9.65%
Severe/Multiple Handicapped	2880	341	11.84%
Social Work	10811	926	8.57%
Special Ed Administration	3790	412	10.87%
Speech/Language	23539	2274	9.66%
Supervisor	2924	217	7.42%
Transition Services	556	44	7.91%
Visually Impaired	1442	110	7.63%
Vocational Special Needs	1002	128	12.77%
Work Study	593	41	6.91%
Total	224,852	23,994	10.67%

Table 6

Attrition for Small, Medium, and Large Districts for 2015-16				
District Size	Number of Districts	Employed 2015-16	Leavers 2016-17	Attrition Rate
Large Districts	29	6354	861	13.6%
Medium Districts	48	2481	339	13.7%
Small Districts	31	96	9	9.4%
Total	108	8931	1209	13.5%

Table 7

Attrition for Urban and Rural Districts for 2015-16				
District Location	Number of Districts	Employed in 2015-2016	Leavers in 2016-2017	Attrition Rate
Rural	83	4736	614	13.0%
Urban	25	4195	595	14.2%
Total	108	8931	1209	13.5%

Table 8

Special Education Attrition by Type of Administrative Plan for 2015-16				
Administrative Plan	Number of Districts	Employed 2015-16	Leavers 2016-17	Attrition Rate
Cooperative	25	2589	368	14.2%
Interlocal	19	2432	315	13.0%
Other	26	160	22	13.8%
School District	38	3750	504	13.4%
Total	108	8931	1209	13.5%

Table 9

Special Education Attrition by Geographic Region for 2015-16				
Geographic Region	Number of Districts	Employed 2015-16	Leavers 2016-17	Attrition Rate
1. Northwest	9	216	25	11.6%
2. Southwest	9	521	76	14.6%
3. North Central	17	1642	214	13.0%
4. South Central	18	791	99	12.5%
5. Sedgwick County	7	1121	148	13.2%
6. Northeast	12	655	86	13.1%
7. Wyandotte and Johnson Counties	13	2190	309	14.1%
8. East Central	14	1235	178	14.4%
9. Southeast	9	560	74	13.2%
Total	108	8931	1209	13.5%

Table 10

Special Education Attrition for Teaching Personnel by Grade Level Assignments for 2015-16				
Grade Levels	Traditional Name	Employed 2015-16	Leavers 2016-2017	Attrition Rate
Preschool	Preschool	652	81	12.4%
Infant/Toddler to 12	All	3474	466	13.4%
K-9	Elementary	2622	371	14.1%
6-9	Middle	704	82	11.6%
6-12	Secondary	1479	209	14.1%
	Total	8931	1209	13.5%

Table 11

Annual Attrition Rates for Personnel in Behavioral Disability, Mental Retardation, and Learning Disability for 1976-77 Through 2015-16									
Year	Behavior Disability			Mental Retardation			Learning Disability		
	Employed	Leavers	%	Employed	Leavers	%	Employed	Leavers	%
1977	195	32	16.4%	710	112	15.8%	513	84	16.4%
1978	260	52	20.0%	707	118	16.7%	594	94	15.8%
1979	295	73	24.7%	714	109	15.3%	684	105	15.4%
1980	336	53	15.8%	675	118	17.5%	768	116	15.1%
1981	386	68	17.6%	641	96	15.0%	826	108	13.1%
1982	399	52	13.0%	600	71	11.8%	824	80	9.7%
1983	429	73	17.0%	583	65	11.1%	872	118	13.5%
1984	445	65	14.6%	572	87	15.2%	867	110	12.7%
1985	453	71	15.7%	533	85	15.9%	887	121	13.6%
1986	466	68	14.6%	524	59	11.3%	910	84	9.2%
1987	466	72	15.5%	492	62	12.6%	916	113	12.3%
1988	451	63	14.0%	460	47	10.2%	875	82	9.4%
1989	460	50	10.9%	456	57	12.5%	844	78	9.2%
1990	492	58	11.8%	439	31	7.1%	845	61	7.2%
1991	515	52	10.1%	426	40	9.4%	824	61	7.4%
1992	481	53	11.0%	375	32	8.5%	762	67	8.8%
1993	471	47	10.0%	351	36	10.3%	679	66	9.7%
1994	370	37	10.0%	255	18	7.1%	498	44	8.8%
1995	346	34	9.8%	239	22	9.2%	464	37	8.0%
1996	382	34	8.9%	238	27	11.3%	455	38	8.4%
1997	374	37	9.9%	245	20	8.2%	428	27	6.3%
1998	380	49	12.9%	291	27	9.3%	399	37	9.3%
1999	377	47	12.5%	299	36	12.0%	408	46	11.3%
2000	365	42	11.5%	291	33	11.3%	398	45	11.3%
2001	334	35	10.5%	283	28	9.9%	402	58	14.4%
2002	330	40	12.1%	316	20	6.3%	423	46	10.9%
2003	327	34	10.4%	323	38	11.8%	430	49	11.4%
2004	321	28	8.7%	340	32	9.4%	460	58	12.6%
2005	309	29	9.4%	341	35	10.3%	430	48	11.2%
2006	283	17	6.0%	332	28	8.4%	443	54	12.2%
2007	292	36	12.3%	331	29	8.8%	444	50	11.3%
2008	264	26	9.8%	316	24	7.6%	398	37	9.3%

2009	262	21	8.0%	313	24	7.7%	375	27	7.2%
2010	248	37	14.9%	307	25	8.1%	363	40	11.0%
2011	172	17	9.9%	262	28	10.7%	300	24	8.0%
2012	192	17	8.9%	283	30	10.6%	304	31	10.2%
2013	188	23	12.2%	282	33	11.7%	251	23	9.2%
2014	188	30	16.0%	258	28	11.0%	250	31	12.4%
2015	188	26	14.0%	195	26	13.3%	195	26	13.3%
Total	13,492	1,698	12.6%	15,598	1,836	11.8%	22,008	2,424	11.0%

Table 12

Annual Attrition Rates for Interrelated, Gifted, and Early Childhood Personnel from 1976-77 Through 2015-16

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	2608	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%
Total	68,458	7,494	10.9%	15,666	1,677	10.7%	12,336	1,194	9.7%

Table 13

Annual Attrition Rates for Personnel in Hearing Impaired, Vision Impaired, and Severe/Multiple Disabilities for 1976-77 Through 2015-16									
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%
Total	2,704	323	11.9%	1,442	109	7.6%	3,120	367	11.8%

Table 14

Annual Attrition Rates for Personnel in School Psychology, Social Work, and Special Education Administration for 1976-77 Through 2015-16.									
	School Psychology			Social Work			Special Ed. Administration		
Year	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%
Total	17,034	1,373	8.1%	8,971	815	9.1%	3,883	316	8.1%

Table 15

Annual Attrition Rates for Personnel in Special Education Counselor, Speech/Language, and Special Education Nurse for 1976-77 Through 2015-16									
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%
Total	3,649	530	14.5%	26,218	2,586	9.9%	8,660	1,267	14.6%

Table 16**Annual Attrition Rates for Personnel in Occupational Therapy and Physical Therapy for 1976-77 Through 2015-16**

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	9.4%
2015	330	35	10.6%	171	20	11.7%
Total	6,255	731	11.7%	3,777	485	12.8%

Table 17

Attrition for Districts Employing 11 or More Personnel in Order of District Number			
District Number	Employed in 2015-16	Leavers in 2016-17	Attrition Rate
115	16	1	6.3%
202	83	10	12.0%
204	18	2	11.1%
207	22	0	0.0%
229	471	76	16.1%
230	71	13	18.3%
231	126	28	22.2%
232	95	12	12.6%
233	300	44	14.7%
244	11	3	27.3%
253	44	5	11.4%
259	848	119	14.0%
260	115	14	12.2%
261	106	7	6.6%
263	41	6	14.6%
273	51	7	13.7%
282	21	5	23.8%
290	43	7	16.3%
305	248	30	12.1%
308	86	6	7.0%
320	63	9	14.3%
321	26	6	23.1%
330	15	0	0.0%
333	50	5	10.0%
336	72	14	19.4%
345	86	16	18.6%
353	37	5	13.5%
364	26	2	7.7%
368	149	27	18.1%
372	13	2	15.4%
373	99	12	12.1%
379	59	9	15.3%
383	154	23	14.9%
405	39	8	20.5%
407	20	4	20.0%
409	36	3	8.3%
418	106	11	10.4%

428	70	7	10.0%
437	149	25	16.8%
450	61	6	9.8%
453	79	8	10.1%
457	108	14	13.0%
458	69	8	11.6%
465	124	20	16.1%
469	69	13	18.8%
475	172	19	11.0%
480	43	4	9.3%
489	76	11	14.5%
495	28	6	21.4%
497	263	32	12.2%
500	472	67	14.2%
501	330	45	13.6%
512	418	42	10.0%
602	127	14	11.0%
603	118	11	9.3%
605	137	14	10.2%
607	110	18	16.4%
608	140	18	12.9%
609	281	32	11.4%
610	104	14	13.5%
611	113	20	17.7%
613	151	22	14.6%
614	77	12	15.6%
615	33	2	6.1%
616	22	0	0.0%
617	49	7	14.3%
618	345	51	14.8%
619	35	2	5.7%
620	81	13	16.0%
636	89	11	12.4%
637	194	21	10.8%
638	226	33	14.6%
Total	8829	1193	13.5%

Table 18

Attrition for Districts Employing 11 or More Personnel in Order of Attrition Rate			
District Number	Employed in 2015-16	Leavers in 2016-17	Attrition Rate
244	11	3	27.3%
282	21	5	23.8%
321	26	6	23.1%
231	126	28	22.2%
495	28	6	21.4%
405	39	8	20.5%
407	20	4	20.0%
336	72	14	19.4%
469	69	13	18.8%
345	86	16	18.6%
230	71	13	18.3%
368	149	27	18.1%
611	113	20	17.7%
437	149	25	16.8%
607	110	18	16.4%
290	43	7	16.3%
229	471	76	16.1%
465	124	20	16.1%
620	81	13	16.0%
614	77	12	15.6%
372	13	2	15.4%
379	59	9	15.3%
383	154	23	14.9%
618	345	51	14.8%
233	300	44	14.7%
263	41	6	14.6%
638	226	33	14.6%
613	151	22	14.6%
489	76	11	14.5%
320	63	9	14.3%
617	49	7	14.3%
500	472	67	14.2%
259	848	119	14.0%
273	51	7	13.7%
501	330	45	13.6%
353	37	5	13.5%
610	104	14	13.5%

457	108	14	13.0%
608	140	18	12.9%
232	95	12	12.6%
636	89	11	12.4%
260	115	14	12.2%
497	263	32	12.2%
373	99	12	12.1%
305	248	30	12.1%
202	83	10	12.0%
458	69	8	11.6%
609	281	32	11.4%
253	44	5	11.4%
204	18	2	11.1%
475	172	19	11.0%
602	127	14	11.0%
637	194	21	10.8%
418	106	11	10.4%
605	137	14	10.2%
453	79	8	10.1%
512	418	42	10.0%
333	50	5	10.0%
428	70	7	10.0%
450	61	6	9.8%
603	118	11	9.3%
480	43	4	9.3%
409	36	3	8.3%
364	26	2	7.7%
308	86	6	7.0%
261	106	7	6.6%
115	16	1	6.3%
615	33	2	6.1%
619	35	2	5.7%
207	22	0	0.0%
330	15	0	0.0%
616	22	0	0.0%
Total	8829	1193	13.5%

Table 19

Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2015-16 in order of District Number			
District Number	Employed 1986-87 to 2015-16	Leavers 1986-87 to 2016-17	Attrition Rate
202	1884	229	12.2%
229	6370	596	9.4%
230	1074	142	13.2%
231	1351	211	15.6%
232	1690	239	14.1%
233	9023	837	9.3%
234	976	96	9.8%
244	584	64	11.0%
253	2886	308	10.7%
259	22313	2403	10.8%
260	3523	378	10.7%
261	1877	203	10.8%
263	795	85	10.7%
273	1082	107	9.9%
282	675	52	7.7%
290	890	94	10.6%
305	5347	479	9.0%
308	2088	204	9.8%
320	1373	182	13.3%
321	808	94	11.6%
330	368	44	12.0%
333	1421	124	8.7%
336	1435	115	8.0%
345	1645	192	11.7%
353	846	91	10.8%
364	552	62	11.2%
368	2903	252	8.7%
372	573	42	7.3%
373	2102	196	9.3%
379	1532	141	9.2%
383	2857	310	10.9%
389	562	45	8.0%
405	927	92	9.9%
407	675	70	10.4%
409	961	126	13.1%

418	2219	200	9.0%
428	1740	135	7.8%
437	2367	242	10.2%
450	1309	132	10.1%
453	4591	621	13.5%
457	2879	406	14.1%
465	2503	264	10.6%
475	3353	515	15.4%
480	1187	177	14.9%
489	2349	208	8.9%
495	1175	111	9.5%
497	5524	588	10.6%
500	11626	1429	12.3%
501	9413	807	8.6%
512	12390	1114	9.0%
602	2149	228	10.6%
603	3076	287	9.3%
605	2909	226	7.8%
607	3177	314	9.9%
608	2762	305	11.0%
609	4578	436	9.5%
610	2763	239	8.7%
611	3125	330	10.6%
613	3653	361	9.9%
614	1674	187	11.2%
615	909	87	9.6%
616	707	100	14.1%
617	1299	116	8.9%
618	5726	606	10.6%
619	1072	82	7.7%
620	1730	155	9.0%
636	1204	111	9.2%
637	2167	183	8.4%
Total	195,273	20,207	10.4%

Table 20

Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2015-16 in order of Attrition Rate			
District Number	Employed 1986-87 to 2015-16	Leavers 1986-87 to 2016-17	Attrition Rate
231	1351	211	15.6%
475	3353	515	15.4%
480	1187	177	14.9%
232	1690	239	14.1%
616	707	100	14.1%
457	2879	406	14.1%
453	4591	621	13.5%
320	1373	182	13.3%
230	1074	142	13.2%
409	961	126	13.1%
500	11626	1429	12.3%
202	1884	229	12.2%
330	368	44	12.0%
345	1645	192	11.7%
321	808	94	11.6%
364	552	62	11.2%
614	1674	187	11.2%
608	2762	305	11.0%
244	584	64	11.0%
383	2857	310	10.9%
261	1877	203	10.8%
259	22313	2403	10.8%
353	846	91	10.8%
260	3523	378	10.7%
263	795	85	10.7%
253	2886	308	10.7%
497	5524	588	10.6%
602	2149	228	10.6%
618	5726	606	10.6%
290	890	94	10.6%
611	3125	330	10.6%
465	2503	264	10.6%
407	675	70	10.4%

437	2367	242	10.2%
450	1309	132	10.1%
405	927	92	9.9%
273	1082	107	9.9%
607	3177	314	9.9%
613	3653	361	9.9%
234	976	96	9.8%
308	2088	204	9.8%
615	909	87	9.6%
609	4578	436	9.5%
495	1175	111	9.5%
229	6370	596	9.4%
603	3076	287	9.3%
373	2102	196	9.3%
233	9023	837	9.3%
636	1204	111	9.2%
379	1532	141	9.2%
418	2219	200	9.0%
512	12390	1114	9.0%
305	5347	479	9.0%
620	1730	155	9.0%
617	1299	116	8.9%
489	2349	208	8.9%
333	1421	124	8.7%
368	2903	252	8.7%
610	2763	239	8.7%
501	9413	807	8.6%
637	2167	183	8.4%
336	1435	115	8.0%
389	562	45	8.0%
605	2909	226	7.8%
428	1740	135	7.8%
282	675	52	7.7%
619	1072	82	7.7%
372	573	42	7.3%
Total	195,273	20,207	10.4%

Appendix 1

School District Numbers

Number	Name
202	Turner
229	Blue Valley
230	Spring Hill
231	Gardner-Edgerton-Antioch
232	De Soto
233	Olathe
234	Fort Scott
244	Burlington, Coffey County Cooperative Program for Special Services
250	Pittsburg, now part of 637, Southeast Kansas Interlocal
253	Emporia, Flint Hills Special Education Cooperative
259	Wichita
260	Derby
261	Haysville
263	Mulvane
273	Beloit, Special Education Cooperative
282	Howard, Chautauqua and Elk County Special Education Services
290	Ottawa
305	Salina, Central Kansas Cooperative in Education
308	Hutchison
315	Colby Public Schools
320	Wamego, Special Services Cooperative of Wamego
321	Kaw Valley
325	Phillipsburg, Sponsored Coop until 2001
330	Wabaunsee East
333	Concordia, USD, Learning Cooperative of North Central Kansas
336	Holton, Holton Special Education Cooperative
345	Seaman
352	Goodland
353	Wellington
364	Marysville, Marshall County Special Education Cooperative
368	Paola, East Central Kansas Special Education Cooperative
372	Silver Lake
373	Newton, Harvey County Special Education Cooperative
379	Clay Center, Twin Lakes Educational Cooperative
382	Pratt
383	Manhattan
385	Andover
389	Eureka
405	Lyons, Rice County Special Services Cooperative
407	Russell County

Appendix 2

District Regions

