

Kansas Special Education Attrition Report 2016-2017

Kylie Stewart, PhD

April 2018

Acknowledgements

This report is completed with the assistance of Sarah Vanderpool and Kerry Haag at the Kansas State Department of Education (KSDE) who assist in obtaining the data each year. Additionally, historical data compiled from 1983 to 2010 by Paul McNabb is critical in identifying trends in current attrition rates. This report is submitted to the Student Support Services section of KSDE and supported through a contract with the Greenbush the Southeast Kansas Education Service Center, Mike Bodensteiner, Director, and Julie Wilson, coordinator of the project. Johnna McColm of Greenbush (SEKESC) conducted the editor review.

Kansas Special Education Personnel Attrition Rates of Personnel Employed During the 2016-17 School Year Who Did Not Return for the 2017-18 School Year

This report was developed through data analysis of Kansas special education personnel employment during the 2016-17 and 2017-18 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 2016-17. At the beginning of the 2016-17 school year, 1,275 of the 9,156 personnel employed during the 2017-18 school year did not return to a special education position in Kansas. This represented an attrition rate of 13.9%, higher than the previous year of 13.5%. 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 2017-18 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, 16.5%
- Early Childhood, 12.2%
- Behavior Disorder, 20.3%
- Interrelated, 16.2%
- Learning Disability, 11.6%
- Gifted, 14.1%

The largest related services categories had the following attrition rates:

- Nurses, 16.8%
- Social Worker, 11.1%
- Occupational Therapy, 11.4%

- Speech/Language, 10.9%
- School Psychologist, 10.1%

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 15.3% in 2017-18, 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 16.2% for the fourth 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 16.5% in 2017-18. Additionally, the category Behavior Disorder experienced a significant increase, as well, from 13.8% attrition in 2016-17 to 20.3% in 2017-18.

Related services experienced a slight decrease in total personnel from 3,715 in 2016-17 to 3,584 in 2017-18. This resulted in a decrease in the attrition rate from 13.4% in 2016-17 to 11.7% in 2017-18. For the first time in four years, Speech/Language experienced a decrease in attrition from 13.9% in 2016-17 to 10.9% in 2017-18. Additionally, School Psychologists returned to their typical attrition rate of 10.1% in 2017-18 after a significant increase to 15.1% in 2016-17.

Table 5

Table 5 displays a historical summary of personnel attrition by category from 1976-77 to 2017-18. 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 230,533 in the remaining categories and experienced an attrition rate of 10.7% 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 13.6% to 13.9%. Medium districts continued to experience no change in attrition rates at 13.7% attrition which has been a consistent trend over the last three years. Finally, small districts experienced a significant increase in attrition from 9.4% to 21.2%.

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 13% to 13.8% respectively. Urban districts experienced relatively little change in attrition rates from 14.2% to 14.1%.

Table 8

Table 8 examines the attrition rates of school districts by the type of administrative plan they are operating under. Cooperatives continued to experience an increase in attrition that began in 2012-13 with 9.5% attrition to 15.0% attrition in 2017-18. Additionally, school districts experienced an increase from 13.4 % to 14.1% in 2017-18. The administrative plans described as other had a significant increase from 13.8% in 2016-17 to 17.0% in 2017-18.

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 16.2% in the Northeast region to a low of 11.9% in the Southeast. The Northeast region experienced the most significant change in an increase from 13.1% to 16.2% attrition rate in 2017-18. Wyandotte and Johnson Counties continued to have an attrition rate higher than the national average with 14.6% in 2017-18.

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 11.6% to 17.9%. Secondary continued to increase from 12.2% in 2016 to 14.1% in 2017 to 17.2% in 2018. Preschool, all, 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. There was a significant increase in attrition rate in the areas of behavior disabilities from 14.0% to 20.3% the largest attrition rate since 1978. Special education administrators met a historical high of 16.3% attrition in 2015-16, but returned to a more consistent attrition rate in 2016-17 at 7.2%.

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 29.6% to 0%. Five years of data has now been compiled on school districts to be able to identify trends in districts where attrition is historically low.

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. The report for 2017-18 continues to find that a trend in increased attrition rates is continuing in Kansas and continuing to be higher than the national average. Additionally, hard to fill positions such as behavior disorders and mental retardation categories continue to be exponentially higher than other positions. If you take into account current waivers (382 teachers) and open positions (80) in special education across the state, we begin to see a significant need for both qualified special education teachers and retention programs to begin to reduce the high rate of teachers leaving the field.

Table 1**Special Education Annual Attrition Rates for 1976-77 Through 2016-17**

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
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
1992-93	5,919	531	9
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
2002-03	7,995	848	10.6
2003-04	7,922	780	9.8
2004-05	8,053	884	11
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	10.30%
2013-14	9,049	1,066	11.80%
2014-15	9,025	1,141	12.70%
2015-16	8,931	1,209	13.5%
2016-17	9,156	1,275	13.9%
Total	266,303	29,129	10.94%

Table 2**Attrition Rate For All Special Education Personnel by Category**

Category	Employed 2016-17	Leavers 2017- 18	Attrition Rate
Special Ed Administration	83	6	7.2%
Adapted PE	51	5	9.8%
Assistive Technology	8	1	12.5%
Art Therapy	3	0	0.0%
Audiology	30	2	6.7%
Behavior Disorder	172	35	20.3%
Braille Transcriber	10	0	0.0%
Behavior Specialist	9	0	0.0%
Counselors	172	27	15.7%
Early Childhood Handicapped	597	73	12.2%
Gifted	384	54	14.1%
Hearing Impaired	61	6	9.8%
Educational Interpreter	76	17	22.4%
Interrelated Other	3,573	579	16.2%
Integration Specialist	27	5	18.5%
Infant/Toddler	100	7	7.0%
Learning Disabled	224	26	11.6%
Mental Retardation	285	47	16.5%
Music Therapy	16	1	6.3%
Nurse	375	63	16.8%
OA	1	1	100.0%
Orientation/Mobility Specialist	11	3	27.3%
Occupational Therapy	290	33	11.4%
Personnel Development	44	0	0.0%
School Psychology	543	55	10.1%
Physical Therapy	160	12	7.5%
Registered Dietician	4	0	0.0%
Recreation Therapy	1	0	0.0%
Speech/Language	1,040	113	10.9%
Severe/Multiple Handicapped	123	20	16.3%
Supervisor	154	20	13.0%
Social Work	431	48	11.1%
Transition Services	29	6	20.7%
Visually Impaired	50	8	16.0%
Vocational Special Needs	17	2	11.8%
Work Study	2	0	0.0%
Total	9,156	1,275	13.9%

Table 3

Attrition Rate For Teaching Personnel			
Category	Teaching Personnel 2016-17	Leavers 2017-18	Attrition Rate
Adapted PE	51	5	9.8%
Behavior Disorder	172	35	20.3%
Early Childhood Handicapped	597	73	12.2%
Gifted	384	54	14.1%
Hearing Impaired	61	6	9.8%
Interrelated Other	3,573	579	16.2%
Infant/Toddler	100	7	7.0%
Learning Disabled	224	26	11.6%
Mental Retardation	285	47	16.5%
Orientation/Mobility Specialist	11	3	27.3%
Severe/Multiple Handicapped	123	20	16.3%
Visually Impaired	50	8	16.0%
Work Study	2	0	0.0%
Total	5,633	863	15.3%

Table 4

Attrition Rate For Related Service Personnel			
Category	Related Services Personnel 2016-17	Leavers 2017-18	Attrition Rate
Special Ed Administration	83	6	7.2%
Assistive Technology	8	1	12.5%
Art Therapy	3	0	0.0%
Audiology	30	2	6.7%
Braille Transcriber	10	0	0.0%
Behavior Specialist	9	0	0.0%
Counselors	172	27	15.7%
Hearing Impaired	61	6	9.8%
Educational Interpreter	76	17	22.4%
Integration Specialist	27	5	18.5%
Music Therapy	16	1	6.3%
Nurse	375	63	16.8%
OA	1	1	100.0%
Occupational Therapy	290	33	11.4%
Personnel Development	44	0	0.0%
School Psychology	543	55	10.1%
Physical Therapy	160	12	7.5%
Registered Dietician	4	0	0.0%

Recreation Therapy	1	0	0.0%
Speech/Language	1,040	113	10.9%
Supervisor	154	20	13.0%
Social Work	431	48	11.1%
Transition Services	29	6	20.7%
Vocational Special Needs	17	2	11.8%
Total	3584	418	11.7%

Table 5**Summary of Personnel Attrition by Category from 1976-77 to 2016-17**

Category	Employed from 1976-77 to 2016-17	Leavers from 1976- 77 to 2017-18	Attrition Rate
Adapted PE	1,943	203	10.45%
Art Therapy	239	28	11.72%
Assistive Technology	234	13	5.56%
Audiology	853	81	9.50%
Behavior Disorder	13,188	1,670	12.66%
Behavior Specialist	604	73	12.09%
Braille Transcriber	72	8	11.11%
Counselors	3,319	496	14.94%
Diagnostic Teacher	743	76	10.23%
Early Childhood Handicapped	1,2363	1,077	8.71%
Educational Interpreter	1,718	394	22.93%
Gifted	16,050	1,731	10.79%
Hearing Impaired	2,765	329	11.90%
Infant/Toddler	1,163	126	10.83%
Integration Specialist	11,051	1,313	11.88%
Interrelated	47,517	5,100	10.73%
Learning Disability	21,645	2,380	11.00%
Mental Retardation	5,898	594	10.07%
Music Therapy	444	42	9.46%
Nurse	8,703	1,203	13.82%
Occupational Therapy	5,345	643	12.03%
Orientation/Mobility Specialist	1,186	227	19.14%
Other Assignment	69	15	21.74%
Personnel Development	291	31	10.65%
Physical Therapy	4,344	529	12.18%
Physically Impaired	435	29	6.67%
Program Evaluation	41	7	17.07%
Recreation Therapy	31	6	19.35%
Registered Dietician	1,714	159	9.28%
School Psychology	16,365	1,327	8.11%
SEIMC (Materials Center)	736	71	9.65%
Severe/Multiple Handicapped	3,003	361	12.02%
Social Work	11,242	974	8.66%
Special Ed Administration	3,873	418	10.79%
Speech/Language	24,579	2,387	9.71%
Supervisor	3,078	237	7.70%
Transition Services	585	50	8.55%
Visually Impaired	1,492	118	7.91%
Vocational Special Needs	1,019	130	12.76%
Work Study	593	41	6.91%
Total	230,533	24,697	10.7%

Table 6**Attrition for Small, Medium, and Large Districts for 2016-17**

District Size	Number of Districts	Employed 2015-2016	Leavers 2016-2017	Attrition Rate
Large Districts	29	6,629	919	13.9%
Medium Districts	48	2,409	331	13.7%
Small Districts	31	118	25	21.2%
Total	108	9,156	12,75	13.9%

Table 7**Attrition for Urban and Rural Districts**

District Location	Number of Districts	Employed in 2016-2017	Leavers in 2017-2018	Attrition Rate
Rural	83	4,663	643	13.8%
Urban	25	4,493	632	14.1%
Total	108	9,156	1,275	13.9%

Table 8**Special Education Attrition by Type of Administrative Plan**

Administrative Plan	Number of Districts	Employed 2016-17	Leavers 2017-18	Attrition Rate
Cooperative	25	2,753	413	15.0%
Interlocal	19	2,327	284	12.2%
Other	26	159	27	17.0%
School District	38	3,917	551	14.1%
Total	108	9,156	1,275	13.9%

Table 9

Special Education Attrition by Geographic Region				
Geographic Region	Number of Districts	Employed 2016-17	Leavers 2017-18	Attrition Rate
1. Northwest	9	180	24	13.3%
2. Southwest	9	508	72	14.2%
3. North Central	17	1,558	209	13.4%
4. South Central	18	759	97	12.8%
5. Sedgwick County	7	1,376	181	13.2%
6. Northeast	12	665	108	16.2%
7. Wyandotte and Johnson Counties	13	2,268	331	14.6%
8. East Central	14	1243	182	14.6%
9. Southeast	9	599	71	11.9%
Total	108	9,156	1,275	13.9%

Table 10

Special Education Attrition for Teaching Personnel by Grade Level Assignments				
Grade Levels	Traditional Name	Employed 2016-17	Leavers 2017-18	Attrition Report
Preschool	Preschool	677	86	12.7%
Infant/Toddler to 12	All	3,733	401	10.7%
K-9	Elementary	2,323	364	15.7%
6 - 8	Middle	857	153	17.9%
7 - 12	Secondary	1,566	271	17.2%
	Total	9,156	1,275	13.9%

Table 11: Annual Attrition Rates for Personnel in the Behavior Disability, Mental Retardation, and Learning Disability from 1976-2016.

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	12.0%
2015	188	26	14.0%	195	26	13.3%	195	26	13.0%
2016	172	35	20.3%	285	47	16.5%	224	26	11.6%
Total	13,664	1,733	12.7%	15,883	1,883	11.9%	22,232	2,450	11.0%

Table 12: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2016.

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	2,608	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	13.0%	408	58	14.0%	571	73	13.0%
2015	3,320	443	13.3%	410	59	14.4%	559	68	12.2%
2016	3,573	579	16.2%	384	54	14.1%	597	73	12.2%
Total	72,031	8,073	11.2%	16,050	1,731	10.8%	12,933	1,267	9.8%

Table 13: Annual Attrition Rates for Personnel in the Hearing Impaired, Visually Impaired, and Severe/Multiple Disabilities from 1976-2016.

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	9.0%	56	8	14.0%	114	9	8.0%
2015	65	6	9.2%	50	6	12.0%	111	19	17.1%
2016	61	6	9.8%	50	8	16.0%	123	20	16.3%
Total	2,765	329	11.9%	1,492	117	7.8%	3,243	387	11.9%

Table 14: Annual Attrition Rates for Personnel in the Interrelated, Gifted, and Early Childhood from 1976-2016.

Year	School Psychology			Social Work			Special Ed. Administration		
	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	10.0%	396	44	11.0%	97	14	14.0%
2015	615	93	15.1%	430	57	13.3%	92	15	16.3%
2016	543	55	10.1%	431	48	11.1%	83	6	7.2%
Total	17,577	1,428	8.1%	9,402	863	9.2%	3,966	322	8.1%

Table 15: Annual Attrition Rates for Personnel in the Special Ed. Counselor, Speech/Language, and Special Education Nurse from 1976-2016.

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	10.0%	1020	121	12.0%	387	92	23.8%
2015	163	20	12.3%	1117	155	13.9%	327	49	15.0%
2016	172	27	15.7%	1040	113	10.9%	375	63	16.8%
Total	3,821	557	14.6%	27,258	2,699	9.9%	9,035	1,330	14.7%

Table 16: Annual Attrition Rates for Personnel in the Occupational Therapy and Physical Therapy from 1976-2016.

Year	Occupational Therapy			Physical Therapy		
	Employed	Leavers	%	Employed	Leavers	%
1977	0	0	0.00%	0	0	0.00%
1978	0	0	0.00%	0	0	0.00%
1979	0	0	0.00%	0	0	0.00%
1980	17	3	17.60%	9	2	22.20%
1981	33	8	24.20%	29	6	20.70%
1982	46	8	17.40%	36	10	27.80%
1983	53	10	18.90%	46	7	15.20%
1984	59	12	20.30%	45	13	28.90%
1985	61	11	18.00%	43	6	14.00%
1986	70	9	12.90%	47	5	10.60%
1987	81	9	11.10%	59	8	13.60%
1988	85	11	12.90%	77	10	13.00%
1989	98	11	11.20%	79	12	15.20%
1990	102	11	10.80%	81	13	16.00%
1991	108	18	16.70%	81	8	9.90%
1992	109	13	11.90%	84	19	22.60%
1993	120	17	14.20%	81	12	14.80%
1994	123	16	13.00%	90	13	14.40%
1995	125	25	20.00%	89	16	18.00%
1996	148	21	14.20%	103	20	19.40%
1997	161	12	7.50%	117	11	9.40%
1998	150	13	8.70%	97	9	9.30%
1999	178	20	11.20%	114	17	14.90%
2000	202	20	9.90%	118	14	11.90%
2001	220	29	13.20%	126	20	15.90%
2002	239	34	14.20%	129	16	12.40%
2003	236	21	8.90%	133	21	15.80%
2004	239	25	10.50%	128	13	10.20%
2005	240	31	12.90%	132	16	12.10%
2006	250	32	12.80%	140	18	12.90%
2007	260	34	13.10%	147	13	8.80%
2008	267	28	10.50%	146	12	8.20%
2009	270	19	7.00%	144	13	9.00%
2010	297	39	13.10%	154	15	9.70%
2011	414	43	10.40%	245	26	10.60%

2012	273	26	9.50%	135	15	11.10%
2013	300	32	10.70%	163	21	12.90%
2014	291	25	9.00%	159	15	9.00%
2015	330	35	10.6%	171	20	11.7%
2016	290	33	11.4%	160	12	7.5%
Total	6,545	764	11.7%	3,937	497	12.6%

Table 17**Attrition for Districts Employing 11 or More Personnel in Order of District Number**

District Number	Employed in 2016-17	Leavers in 2017-18	Attrition Rate
115	25	4	16.0%
202	75	12	16.0%
203	12	2	16.7%
204	26	2	7.7%
207	36	10	27.8%
229	433	64	14.8%
230	54	5	9.3%
231	129	23	17.8%
232	98	5	5.1%
233	449	50	11.1%
234	18	0	0.0%
244	37	1	2.7%
253	103	11	10.7%
259	1,085	142	13.1%
260	136	20	14.7%
261	103	10	9.7%
263	41	9	22.0%
273	48	10	20.8%
282	22	5	22.7%
290	44	9	20.5%
305	255	31	12.2%
308	88	11	12.5%
320	62	11	17.7%
321	28	4	14.3%
330	15	2	13.3%
333	47	5	10.6%
336	67	7	10.4%
345	90	8	8.9%
353	35	5	14.3%
364	19	4	21.1%
368	137	21	15.3%
372	13	1	7.7%
373	94	6	6.4%
379	51	9	17.6%
383	151	25	16.6%
385	12	1	8.3%
389	11	3	27.3%
405	38	3	7.9%
407	21	3	14.3%
409	35	6	17.1%
418	96	12	12.5%
428	71	8	11.3%

437	128	32	25.0%
450	66	5	7.6%
453	81	24	29.6%
457	106	14	13.2%
458	61	3	4.9%
465	104	9	8.7%
469	71	16	22.5%
475	168	44	26.2%
480	44	10	22.7%
489	76	9	11.8%
495	29	5	17.2%
497	239	26	10.9%
500	470	104	22.1%
501	323	52	16.1%
512	387	44	11.4%
602	92	12	13.0%
603	110	11	10.0%
605	135	23	17.0%
607	115	17	14.8%
608	142	15	10.6%
609	283	33	11.7%
610	96	9	9.4%
611	113	19	16.8%
613	148	19	12.8%
614	79	13	16.5%
615	31	3	9.7%
616	19	3	15.8%
617	48	11	22.9%
618	333	36	10.8%
619	33	5	15.2%
620	77	10	13.0%
636	79	8	10.1%
637	173	17	9.8%
638	221	20	9.0%
Grand Total	9,090	1,261	13.9%

Attrition for Districts Employing 11 or More Personnel in Order of Attrition Rate

District Number	Employed in 2016-17	Leavers in 2017-18	Attrition Rate
453	81	24	29.6%
207	36	10	27.8%
389	11	3	27.3%
475	168	44	26.2%
437	128	32	25.0%
617	48	11	22.9%
282	22	5	22.7%
480	44	10	22.7%
469	71	16	22.5%
500	470	104	22.1%
263	41	9	22.0%
364	19	4	21.1%
273	48	10	20.8%
290	44	9	20.5%
231	129	23	17.8%
320	62	11	17.7%
379	51	9	17.6%
495	29	5	17.2%
409	35	6	17.1%
605	135	23	17.0%
611	113	19	16.8%
203	12	2	16.7%
383	151	25	16.6%
614	79	13	16.5%
501	323	52	16.1%
115	25	4	16.0%
202	75	12	16.0%
616	19	3	15.8%
368	137	21	15.3%
619	33	5	15.2%
229	433	64	14.8%
607	115	17	14.8%
260	136	20	14.7%
321	28	4	14.3%
353	35	5	14.3%
407	21	3	14.3%
330	15	2	13.3%
457	106	14	13.2%
259	1,085	142	13.1%
602	92	12	13.0%
620	77	10	13.0%
613	148	19	12.8%

308	88	11	12.5%
418	96	12	12.5%
305	255	31	12.2%
489	76	9	11.8%
609	283	33	11.7%
512	387	44	11.4%
428	71	8	11.3%
233	449	50	11.1%
497	239	26	10.9%
618	333	36	10.8%
253	103	11	10.7%
333	47	5	10.6%
608	142	15	10.6%
336	67	7	10.4%
636	79	8	10.1%
603	110	11	10.0%
637	173	17	9.8%
261	103	10	9.7%
615	31	3	9.7%
610	96	9	9.4%
230	54	5	9.3%
638	221	20	9.0%
345	90	8	8.9%
465	104	9	8.7%
385	12	1	8.3%
405	38	3	7.9%
204	26	2	7.7%
372	13	1	7.7%
450	66	5	7.6%
373	94	6	6.4%
232	98	5	5.1%
458	61	3	4.9%
244	37	1	2.7%
234	18	0	0.0%
Grand Total	9,090	1,261	13.9%

Table 19

Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2016-17 in order of District Number

District Number	Employed 1986-87 to 2016-17	Leavers 1986-87 to 2017-18	Attrition Rate
202	1,959	233	11.9%
229	6,803	606	8.9%
230	1,128	206	18.3%
231	1,480	216	14.6%
232	1,788	262	14.7%
233	9,472	842	8.9%
234	994	146	14.7%
244	621	64	10.3%
253	2,989	309	10.3%
259	23,398	2,414	10.3%
260	3,659	520	14.2%
261	1,980	223	11.3%
263	836	95	11.4%
273	1,130	116	10.3%
282	697	62	8.9%
290	934	99	10.6%
305	5,602	488	8.7%
308	2,176	235	10.8%
320	1,435	193	13.4%
321	836	105	12.6%
330	383	48	12.5%
333	1,468	126	8.6%
336	1,502	120	8.0%
345	1,735	199	11.5%
353	881	99	11.2%
364	571	67	11.7%
368	3,040	256	8.4%
372	586	63	10.8%
373	2,196	197	9.0%
379	1,583	147	9.3%
383	3,008	319	10.6%
389	573	46	8.0%
405	965	95	9.8%
407	696	73	10.5%

409	996	129	13.0%
418	2,315	206	8.9%
428	1,811	147	8.1%
437	2,495	250	10.0%
450	1,375	164	11.9%
453	4,672	626	13.4%
457	2,985	430	14.4%
465	2,607	267	10.2%
475	3,521	531	15.1%
480	1,231	221	18.0%
489	2,425	218	9.0%
495	1,204	120	10.0%
497	5,763	593	10.3%
500	12,096	1455	12.0%
501	9,736	911	9.4%
512	12,777	1,166	9.1%
602	2,241	272	12.1%
603	3,186	299	9.4%
605	3,044	237	7.8%
607	3,292	337	10.2%
608	2,904	322	11.1%
609	4,861	451	9.3%
610	2,859	272	9.5%
611	3,238	339	10.5%
613	3,801	380	10.0%
614	1,753	206	11.8%
615	940	100	10.6%
616	726	103	14.2%
617	1,347	119	8.8%
618	6,059	617	10.2%
619	1,105	118	10.7%
620	1,807	160	8.9%
636	1,283	121	9.4%
637	2,340	191	8.2%
Total	20,3899	21,367	10.5%

Table 20

Total Attrition for Districts Averaging 100 or more Personnel Employed Annually from 1986-87 to 2016-17 in order of Attrition

District Number	Employed 1986-87 to 2016-17	Leavers 1986-87 to 2017-18	Attrition Rate
230	1,128	206	18.3%
480	1,231	221	18.0%
475	3,521	531	15.1%
232	1,788	262	14.7%
234	994	146	14.7%
231	1,480	216	14.6%
457	2,985	430	14.4%
260	3,659	520	14.2%
616	726	103	14.2%
320	1,435	193	13.4%
453	4,672	626	13.4%
409	996	129	13.0%
321	836	105	12.6%
330	383	48	12.5%
602	2,241	272	12.1%
500	12,096	1455	12.0%
202	1,959	233	11.9%
450	1,375	164	11.9%
614	1,753	206	11.8%
364	571	67	11.7%
345	1,735	199	11.5%
263	836	95	11.4%
261	1,980	223	11.3%
353	881	99	11.2%
608	2,904	322	11.1%
308	2,176	235	10.8%
372	586	63	10.8%
619	1,105	118	10.7%
290	934	99	10.6%
383	3,008	319	10.6%
615	940	100	10.6%
407	696	73	10.5%
611	3,238	339	10.5%

244	621	64	10.3%
253	2,989	309	10.3%
259	23,398	2414	10.3%
273	1,130	116	10.3%
497	5,763	593	10.3%
465	2,607	267	10.2%
607	3,292	337	10.2%
618	6,059	617	10.2%
437	2,495	250	10.0%
495	1,204	120	10.0%
613	3,801	380	10.0%
405	965	95	9.8%
610	2,859	272	9.5%
501	9,736	911	9.4%
603	3,186	299	9.4%
636	1,283	121	9.4%
379	1,583	147	9.3%
609	4,861	451	9.3%
512	12,777	1166	9.1%
373	2,196	197	9.0%
489	2,425	218	9.0%
229	6,803	606	8.9%
233	9,472	842	8.9%
282	697	62	8.9%
418	2,315	206	8.9%
620	1,807	160	8.9%
617	1,347	119	8.8%
305	5,602	488	8.7%
333	1,468	126	8.6%
368	3,040	256	8.4%
637	2,340	191	8.2%
428	1,811	147	8.1%
336	1,502	120	8.0%
389	573	46	8.0%
605	3,044	237	7.8%
Total	20,3899	21,367	10.5%

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

