

M.7.1 Stabilization of schools with High Turnover

The District and Association shall jointly identify schools with high turnover (voluntary separations from the school building) of ~~more than fifteen percent~~ or more in a year, to research the causes and possible solutions to of the high turnover. When such schools are identified, the District and Association shall jointly conduct listening sessions with educators who left the building for other assignments, and educators who remain in the building. The listening sessions shall provide opportunities to provide anonymous feedback from educators. The Association and the District shall review the reasons for the turnover and mutually agree upon strategies to address the problem. The strategies shall include, but not be limited to, the implementation of one or more of the following: At a minimum, educators who remain in the building shall be provided with additional planning time, additional professional development, and a reduction in student loads of no less than ten percent of the previous year. The intent of this effort shall be to jointly develop and present actions to reduce turnover in the identified schools to the Board of Education prior to the adoption of the budget. The District and Association will review the attempts to reverse the high turnover, and if those attempts were not successful, provide mutually agreed upon additional assistance to the educators in the school.