

APPENDIX 8 – Recruitment and Retention Data

Exhibit 88: 5-year Retention of Washington Teachers from 2006-07 to 2011-12

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
	Balance of State Northwest	1,368	64.4%	65.0%	73.2%	73.9%	59.7%	60.1%
	Longview, WA	958	67.5%	68.9%	77.3%	79.3%	72.0%	75.4%
	Balance of State Central	2,152	66.5%	69.1%	75.6%	79.0%	61.1%	67.0%
	Balance of State Southwest	2,131	67.3%	70.3%	75.0%	78.7%	60.7%	66.4%
	Olympia	2,209	68.4%	70.7%	77.8%	81.2%	69.3%	74.4%
	Mount Vernon-Anacortes	1,064	69.8%	71.1%	77.9%	79.2%	65.5%	68.4%
	Seattle-Bellevue-Everett	20,342	68.7%	71.7%	74.0%	77.8%	64.5%	69.1%
	Tacoma	7,079	69.6%	72.3%	76.2%	79.7%	64.2%	68.7%
	Balance of State East	1,652	71.3%	73.0%	80.8%	83.3%	65.3%	68.0%
	Yakima	2,715	69.0%	73.2%	76.6%	82.0%	68.3%	75.6%
	Bremerton-Silverdale	2,218	72.1%	73.4%	80.1%	81.7%	67.0%	68.5%
	Portland-Vancouver, OR-WA	4,098	71.4%	73.4%	78.0%	80.5%	69.7%	72.6%
	Bellingham	1,561	73.0%	74.6%	78.8%	81.1%	65.0%	68.2%
	Wenatchee	1,128	73.3%	75.1%	81.7%	84.2%	74.0%	78.4%
	Kennewick-Pasco-Richland	2,414	74.4%	76.3%	80.7%	83.1%	69.7%	73.5%
	Spokane	4,302	74.9%	76.3%	83.1%	85.0%	74.5%	78.2%
	Lewiston-Clarkston, ID-WA	182	79.1%	79.7%	91.7%	92.5%	91.3%	91.3%
	State Average	57,573	69.9%	72.4%	76.8%	79.9%	66.2%	70.4%
Balance of State Central	Omak	99	46.5%	48.5%	57.4%	61.7%	35.3%	47.1%
	Glenwood	10	50.0%	60.0%	42.9%	57.1%	25.0%	50.0%
	Wahluke	110	51.8%	56.4%	54.9%	60.4%	51.0%	52.9%
	Othello	187	52.4%	57.2%	58.5%	64.8%	46.5%	56.3%
	Warden	59	54.2%	61.0%	64.7%	76.5%	56.3%	68.8%
	Thorp	22	54.5%	54.5%	64.3%	64.3%	50.0%	50.0%
	Methow Valley	36	55.6%	55.6%	55.6%	55.6%	100.0%	100.0%
	Trout Lake	15	60.0%	60.0%	77.8%	77.8%	0.0%	0.0%
	Centerville	5	60.0%	60.0%	75.0%	75.0%	N/A	N/A
	Oroville	41	63.4%	68.3%	72.7%	81.8%	57.1%	57.1%
	Nespelem	11	63.6%	72.7%	80.0%	100.0%	0.0%	100.0%
	Lyle	22	63.6%	63.6%	66.7%	66.7%	40.0%	40.0%
	Washtucna	14	64.3%	64.3%	75.0%	75.0%	100.0%	100.0%
	Quincy	148	66.2%	69.6%	68.2%	72.9%	58.5%	65.9%
	Coulee-Hartline	15	66.7%	66.7%	88.9%	88.9%	100.0%	100.0%
	Grand Coulee Dam	45	66.7%	66.7%	72.4%	72.4%	60.0%	60.0%
	Cle Elum-Roslyn	57	66.7%	70.2%	78.6%	83.3%	66.7%	66.7%
	Pateros	22	68.2%	77.3%	66.7%	75.0%	0.0%	33.3%
Goldendale	64	68.8%	68.8%	97.2%	97.2%	100.0%	100.0%	
Tonasket	61	68.9%	68.9%	94.1%	94.1%	62.5%	62.5%	

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
			Balance of State Central					
	White Salmon	68	69.1%	70.6%	84.9%	84.9%	77.8%	77.8%
	Klickitat	13	69.2%	84.6%	85.7%	100.0%	66.7%	100.0%
	Wilson Creek	13	69.2%	69.2%	87.5%	87.5%	100.0%	100.0%
	Bickleton	13	69.2%	84.6%	88.9%	88.9%	100.0%	100.0%
	Wishram	10	70.0%	70.0%	100.0%	100.0%	100.0%	100.0%
	Ephrata	121	70.2%	71.9%	75.3%	77.4%	64.3%	67.9%
	Soap Lake	34	70.6%	79.4%	73.1%	84.6%	58.3%	75.0%
	Brewster	55	72.7%	78.2%	73.0%	81.1%	63.6%	72.7%
	Ritzville	26	73.1%	73.1%	84.2%	84.2%	62.5%	62.5%
	Moses Lake	380	73.4%	74.2%	83.9%	84.6%	70.9%	74.5%
	Lind	19	73.7%	78.9%	81.8%	90.9%	100.0%	100.0%
	Royal	82	74.4%	78.0%	77.8%	83.3%	66.7%	74.1%
	Ellensburg	165	74.5%	75.2%	85.5%	86.3%	75.0%	75.0%
	Okanogan	59	81.4%	83.1%	87.8%	90.2%	83.3%	91.7%
	Easton	11	81.8%	81.8%	100.0%	100.0%	100.0%	100.0%
	Kittitas	34	82.4%	82.4%	100.0%	100.0%	100.0%	100.0%
	Damman	2	100.0%	100.0%	100.0%	100.0%	N/A	N/A
	Benge	2	100.0%	100.0%	N/A	N/A	N/A	N/A
	Roosevelt	2	100.0%	100.0%	100.0%	100.0%	N/A	N/A
	Balance of State Central Average	2,152	66.5%	69.1%	75.6%	79.0%	61.1%	67.0%
Balance of State East								
	Dixie	2	0.0%	0.0%	0.0%	0.0%	N/A	N/A
	Lamont	5	20.0%	60.0%	33.3%	100.0%	0.0%	100.0%
	Prescott	23	34.8%	47.8%	43.8%	62.5%	14.3%	42.9%
	Curlew	20	50.0%	55.0%	66.7%	75.0%	57.1%	57.1%
	Summit Valley	8	50.0%	50.0%	100.0%	100.0%	66.7%	66.7%
	Evergreen (Stevens)	2	50.0%	50.0%	N/A	N/A	N/A	N/A
	Selkirk	31	51.6%	51.6%	56.3%	56.3%	20.0%	20.0%
	Garfield	13	53.8%	61.5%	66.7%	77.8%	100.0%	100.0%
	Harrington	13	53.8%	53.8%	85.7%	85.7%	N/A	N/A
	Colton	16	56.3%	56.3%	66.7%	66.7%	66.7%	66.7%
	Rosalia	21	57.1%	61.9%	62.5%	68.8%	50.0%	50.0%
	Lacrosse	17	58.8%	76.5%	72.7%	100.0%	50.0%	100.0%
	Republic	27	59.3%	63.0%	83.3%	88.9%	66.7%	66.7%
	Onion Creek	5	60.0%	60.0%	100.0%	100.0%	N/A	N/A
	St. John	19	63.2%	73.7%	61.5%	76.9%	33.3%	50.0%
	Chewelah	63	63.5%	66.7%	73.8%	76.2%	16.7%	16.7%
	Loon Lake	11	63.6%	72.7%	80.0%	100.0%	100.0%	100.0%
	Columbia (Walla Walla)	58	63.8%	63.8%	72.2%	72.2%	64.3%	64.3%
	Wellpinit	44	65.9%	68.2%	79.3%	82.8%	87.5%	87.5%
	Sprague	12	66.7%	66.7%	80.0%	80.0%	50.0%	50.0%
	Davenport	35	68.6%	68.6%	83.3%	83.3%	71.4%	71.4%
	Touchet	23	69.6%	69.6%	92.3%	92.3%	50.0%	50.0%
	College Place	50	70.0%	74.0%	76.9%	82.1%	66.7%	66.7%
	Tekoa	20	70.0%	70.0%	84.6%	84.6%	0.0%	0.0%
	Colfax	41	70.7%	75.6%	70.4%	77.8%	55.6%	55.6%
	Creston	14	71.4%	71.4%	80.0%	80.0%	33.3%	33.3%
	Pullman	120	71.7%	71.7%	79.1%	79.1%	62.9%	62.9%

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
			Balance of State East					
	Dayton	37	73.0%	75.7%	84.6%	88.5%	0.0%	0.0%
	Northport	15	73.3%	80.0%	81.8%	90.9%	100.0%	100.0%
	Walla Walla	358	74.6%	74.6%	82.9%	82.9%	71.9%	71.9%
	Keller	4	75.0%	75.0%	N/A	N/A	100.0%	100.0%
	Almira	12	75.0%	75.0%	85.7%	85.7%	66.7%	66.7%
	Steptoe	4	75.0%	75.0%	100.0%	100.0%	N/A	N/A
	Cusick	25	76.0%	76.0%	93.3%	93.3%	83.3%	83.3%
	Newport	67	76.1%	76.1%	91.7%	91.7%	50.0%	50.0%
	Wilbur	21	76.2%	76.2%	85.7%	85.7%	75.0%	75.0%
	Endicott	13	76.9%	76.9%	77.8%	77.8%	50.0%	50.0%
	Kettle Falls	49	77.6%	77.6%	88.9%	88.9%	90.9%	90.9%
	Waitsburg	27	77.8%	77.8%	78.6%	78.6%	60.0%	60.0%
	Oakesdale	14	78.6%	78.6%	80.0%	80.0%	0.0%	0.0%
	Mary Walker	33	78.8%	78.8%	80.8%	80.8%	80.0%	80.0%
	Inchelium	19	78.9%	78.9%	88.9%	88.9%	100.0%	100.0%
	Pomeroy	24	79.2%	79.2%	88.9%	88.9%	66.7%	66.7%
	Orient	5	80.0%	100.0%	75.0%	100.0%	0.0%	100.0%
	Reardan-Edwall	35	80.0%	85.7%	88.0%	96.0%	66.7%	100.0%
	Valley	15	80.0%	80.0%	88.9%	88.9%	100.0%	100.0%
	Colville	106	83.0%	83.0%	92.8%	92.8%	100.0%	100.0%
	Odessa	20	85.0%	90.0%	84.6%	92.3%	50.0%	100.0%
	Columbia (Stevens)	20	85.0%	85.0%	100.0%	100.0%	100.0%	100.0%
	Palouse	14	92.9%	92.9%	100.0%	100.0%	100.0%	100.0%
	Starbuck	2	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	Balance of State East Average	1,652	71.3%	73.0%	80.8%	83.3%	65.3%	68.0%
Balance of State Northwest								
	Queets-Clearwater	4	25.0%	25.0%	33.3%	33.3%	0.0%	0.0%
	Lopez Island	24	45.8%	45.8%	50.0%	50.0%	33.3%	33.3%
	Shaw Island	2	50.0%	50.0%	N/A	N/A	N/A	N/A
	Cape Flattery	48	56.3%	56.3%	76.7%	76.7%	68.4%	68.4%
	San Juan Island	55	56.4%	56.4%	65.5%	65.5%	54.5%	54.5%
	Quillayute Valley	69	58.0%	58.0%	66.7%	66.7%	60.0%	60.0%
	Crescent	22	59.1%	59.1%	66.7%	66.7%	60.0%	60.0%
	Brinnon	5	60.0%	60.0%	100.0%	100.0%	100.0%	100.0%
	Quilcene	20	60.0%	65.0%	80.0%	80.0%	33.3%	33.3%
	Coupeville	66	60.6%	60.6%	72.2%	72.2%	45.5%	45.5%
	Oak Harbor	331	61.3%	61.6%	70.0%	70.5%	57.4%	57.4%
	Sequim	160	62.5%	63.1%	75.3%	76.4%	62.9%	62.9%
	Port Townsend	87	63.2%	64.4%	63.3%	63.3%	56.3%	56.3%
	South Whidbey	109	68.8%	70.6%	79.3%	82.8%	40.0%	50.0%
	Chimacum	66	69.7%	69.7%	75.0%	75.0%	50.0%	50.0%
	Port Angeles	252	73.4%	74.2%	78.0%	78.6%	63.6%	63.6%
	Orcas Island	48	79.2%	79.2%	92.3%	92.3%	91.7%	91.7%
	Balance of State NW Average	1,368	64.4%	65.0%	73.2%	73.9%	59.7%	60.1%

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
Balance of State Southwest	Evaline	4	0.0%	50.0%	0.0%	100.0%	N/A	N/A
	Oakville	23	30.4%	39.1%	36.4%	45.5%	33.3%	33.3%
	Wishkah Valley	14	42.9%	71.4%	40.0%	80.0%	33.3%	66.7%
	Mary M. Knight	16	43.8%	50.0%	42.9%	57.1%	66.7%	66.7%
	North River	11	54.5%	54.5%	80.0%	80.0%	100.0%	100.0%
	Ocean Beach	62	54.8%	54.8%	60.0%	60.0%	44.4%	44.4%
	Morton	26	57.7%	69.2%	58.8%	76.5%	14.3%	57.1%
	Lake Quinault	22	59.1%	59.1%	71.4%	71.4%	55.6%	55.6%
	Cosmopolis	10	60.0%	70.0%	75.0%	100.0%	100.0%	100.0%
	Willapa Valley	28	60.7%	60.7%	80.0%	80.0%	N/A	N/A
	Taholah	21	61.9%	61.9%	71.4%	71.4%	83.3%	83.3%
	Boistfort	8	62.5%	100.0%	25.0%	100.0%	0.0%	100.0%
	White Pass	35	62.9%	65.7%	77.3%	81.8%	57.1%	57.1%
	South Bend	38	63.2%	71.1%	81.8%	86.4%	50.0%	75.0%
	Toledo	53	64.2%	69.8%	73.0%	78.4%	50.0%	62.5%
	Southside	14	64.3%	64.3%	71.4%	71.4%	100.0%	100.0%
	Hoquiam	112	64.3%	69.6%	71.6%	78.4%	65.0%	75.0%
	McCleary	17	64.7%	64.7%	90.0%	90.0%	100.0%	100.0%
	Elma	105	64.8%	69.5%	75.8%	81.8%	57.1%	78.6%
	Satsop	6	66.7%	66.7%	100.0%	100.0%	100.0%	100.0%
	Naselle-Grays River Valley	30	66.7%	66.7%	78.9%	78.9%	60.0%	60.0%
	Grapeview	12	66.7%	66.7%	50.0%	50.0%	50.0%	50.0%
	Mossyrock	39	66.7%	76.9%	73.9%	87.0%	55.6%	77.8%
	Adna	34	67.6%	67.6%	89.5%	89.5%	80.0%	80.0%
	Ocosta	45	68.9%	71.1%	80.0%	83.3%	72.7%	81.8%
	North Beach	45	68.9%	73.3%	67.9%	75.0%	55.6%	66.7%
	Centralia	191	69.1%	69.6%	78.4%	78.4%	65.9%	65.9%
	Raymond	39	69.2%	69.2%	81.0%	81.0%	62.5%	62.5%
	Shelton	246	69.5%	70.3%	71.5%	72.2%	51.1%	51.1%
	Pe Ell	23	69.6%	69.6%	78.9%	78.9%	83.3%	83.3%
	Montesano	67	70.1%	71.6%	77.6%	79.6%	33.3%	33.3%
	Aberdeen	220	70.9%	74.1%	80.0%	82.7%	62.9%	68.6%
Pioneer	46	71.7%	71.7%	77.8%	77.8%	75.0%	75.0%	
North Mason	124	71.8%	71.8%	73.0%	73.0%	60.0%	60.0%	
Winlock	44	72.7%	81.8%	75.0%	89.3%	100.0%	100.0%	
Onalaska	48	72.9%	75.0%	90.0%	90.0%	90.9%	90.9%	
Chehalis	156	73.1%	73.7%	77.2%	78.2%	50.0%	55.0%	
Hood Canal	19	73.7%	73.7%	100.0%	100.0%	N/A	N/A	
Napavine	45	75.6%	84.4%	76.9%	92.3%	66.7%	66.7%	
Wahkiakum	28	82.1%	82.1%	91.3%	91.3%	85.7%	85.7%	
Balance of State SW Average		2,131	67.3%	70.3%	75.0%	78.7%	60.7%	66.4%
Bellingham	Nooksack Valley	107	65.4%	68.2%	67.9%	71.8%	50.0%	55.0%
	Meridian	90	67.8%	70.0%	78.2%	81.8%	64.7%	70.6%
	Bellingham	619	71.2%	71.9%	78.1%	79.0%	64.7%	66.0%
	Mount Baker	147	71.4%	75.5%	76.8%	82.8%	62.1%	75.9%
	Blaine	119	73.9%	76.5%	77.3%	80.4%	64.3%	64.3%
	Ferndale	322	76.4%	78.0%	82.3%	84.5%	64.8%	69.0%

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
			Lynden	157	81.5%	83.4%	85.6%	88.3%
Bellingham Average		1,561	73.0%	74.6%	78.8%	81.1%	65.0%	68.2%
Bremerton-Silverdale	Bremerton	324	60.8%	62.7%	70.7%	73.8%	56.8%	56.8%
	North Kitsap	374	71.7%	73.5%	79.6%	81.9%	68.0%	70.0%
	Bainbridge Island	235	71.9%	73.6%	76.8%	78.9%	60.5%	60.5%
	South Kitsap	593	73.4%	74.2%	82.6%	83.4%	68.2%	69.7%
	Central Kitsap	692	76.6%	77.5%	82.9%	84.2%	72.7%	75.0%
Bremerton-Silverdale Average		2,218	72.1%	73.4%	80.1%	81.7%	67.0%	68.5%
Kennewick-Pasco-Richland	Star	2	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%
	Kahlotus	13	53.8%	53.8%	40.0%	40.0%	0.0%	0.0%
	Kiona-Benton City	83	66.3%	68.7%	80.4%	83.9%	62.5%	68.8%
	North Franklin	110	69.1%	70.9%	71.4%	74.0%	59.5%	64.9%
	Finley	54	74.1%	77.8%	83.8%	89.2%	75.0%	75.0%
	Pasco	675	74.4%	76.1%	77.7%	80.1%	70.7%	73.7%
	Kennewick	790	75.3%	76.7%	83.9%	85.4%	67.2%	70.3%
	Richland	523	75.5%	76.7%	82.9%	84.5%	76.5%	79.6%
	Prosser	156	76.3%	82.1%	79.5%	86.6%	68.8%	81.3%
Paterson	8	87.5%	87.5%	100.0%	100.0%	100.0%	100.0%	
Kennewick-Pasco-Richland Average		2,414	74.4%	76.3%	80.7%	83.1%	69.7%	73.5%
Lew-Cl, ID-WA	Asotin-Anatone	39	76.9%	76.9%	95.5%	95.5%	100.0%	100.0%
	Clarkston	143	79.7%	80.4%	90.8%	91.8%	90.0%	90.0%
Lewiston-Clarkston, ID-WA Average		182	79.1%	79.7%	91.7%	92.5%	91.3%	91.3%
Longview, WA	Castle Rock	75	64.0%	66.7%	76.0%	80.0%	78.9%	84.2%
	Kalama	50	64.0%	64.0%	70.3%	70.3%	61.5%	61.5%
	Kelso	292	65.4%	66.8%	79.1%	81.1%	77.6%	80.6%
	Longview	390	68.2%	69.7%	78.0%	80.2%	70.3%	75.7%
	Woodland	116	70.7%	71.6%	73.1%	74.4%	67.7%	67.7%
	Toutle Lake	35	80.0%	80.0%	85.0%	85.0%	33.3%	33.3%
Longview, WA Average		958	67.5%	68.9%	77.3%	79.3%	72.0%	75.4%
Mount Vernon-Anacortes	Anacortes	159	66.0%	68.6%	78.4%	81.4%	55.6%	66.7%
	La Conner	48	66.7%	66.7%	74.2%	74.2%	71.4%	71.4%
	Burlington-Edison	216	67.1%	67.6%	75.8%	76.4%	63.3%	63.3%
	Mount Vernon	319	68.3%	69.0%	76.4%	77.4%	61.5%	64.6%
	Sedro-Woolley	254	74.4%	76.4%	79.1%	80.8%	74.0%	76.0%
	Concrete	43	76.7%	79.1%	85.7%	85.7%	0.0%	0.0%
	Conway	25	84.0%	84.0%	100.0%	100.0%	100.0%	100.0%
Mount Vernon-Anacortes Average		1,064	69.8%	71.1%	77.9%	79.2%	65.5%	68.4%
Olympia	Tenino	77	53.2%	57.1%	62.5%	70.0%	45.5%	63.6%
	Rochester	130	56.2%	59.2%	63.9%	68.7%	57.7%	65.4%
	Olympia	501	66.9%	68.7%	81.2%	84.2%	72.7%	77.3%
	Yelm	291	67.4%	70.1%	74.4%	78.3%	65.9%	73.2%
	North Thurston	758	70.8%	72.8%	78.8%	81.5%	71.2%	74.7%
	Rainier	54	72.2%	72.2%	82.9%	82.9%	76.9%	76.9%
	Tumwater	361	72.9%	75.6%	80.5%	84.6%	74.1%	77.6%
	Griffin	37	73.0%	75.7%	84.6%	88.5%	60.0%	80.0%
Olympia Average		2,209	68.4%	70.7%	77.8%	81.2%	69.3%	74.4%

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
			Portland-Vancouver, OR-WA					
	Mount Pleasant	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%
	Mill A	50.0%	66.7%	60.0%	80.0%	N/A	N/A	50.0%
	Green Mountain	57.1%	57.1%	80.0%	80.0%	50.0%	50.0%	57.1%
	Hockinson	58.8%	61.8%	64.9%	68.9%	55.9%	58.8%	58.8%
	Ridgefield	61.9%	63.9%	69.9%	72.6%	35.3%	35.3%	61.9%
	Skamania	66.7%	66.7%	100.0%	100.0%	N/A	N/A	66.7%
	Stevenson-Carson	69.4%	75.8%	68.9%	77.8%	40.0%	40.0%	69.4%
	Vancouver	69.7%	71.1%	77.8%	79.7%	71.1%	73.1%	69.7%
	Washougal	70.1%	73.1%	74.8%	77.5%	57.4%	63.8%	70.1%
	Evergreen (Clark)	72.5%	74.4%	78.4%	80.9%	73.0%	76.2%	72.5%
	Battle Ground	73.8%	76.1%	81.7%	84.0%	75.0%	79.4%	73.8%
	Camas	75.4%	77.5%	79.0%	81.7%	63.3%	65.8%	75.4%
	La Center	81.1%	83.8%	87.0%	90.7%	85.7%	85.7%	81.1%
Portland-Vancouver Average		4,098	71.4%	73.4%	78.0%	80.5%	69.7%	72.6%
Seattle-Bellevue-Everett								
	Skykomish	13	30.8%	30.8%	20.0%	20.0%	33.3%	33.3%
	Darrington	37	59.5%	62.2%	68.0%	72.0%	66.7%	66.7%
	Index	5	60.0%	80.0%	66.7%	66.7%	50.0%	100.0%
	Mercer Island	238	61.3%	67.2%	66.0%	74.2%	51.7%	63.3%
	Tukwila	153	62.1%	71.2%	63.3%	74.2%	61.7%	70.0%
	Renton	769	63.1%	67.9%	66.7%	72.4%	59.5%	66.7%
	Highline	982	63.3%	68.7%	66.9%	74.1%	57.6%	64.5%
	Bellevue	1,073	63.8%	67.1%	66.9%	70.5%	60.4%	65.5%
	Federal Way	1,263	64.8%	67.1%	70.3%	73.5%	64.7%	66.8%
	Seattle	2,773	64.8%	66.6%	72.3%	74.8%	63.7%	66.5%
	Enumclaw	255	65.9%	69.0%	79.1%	82.5%	55.8%	67.3%
	Riverview	157	66.2%	68.8%	70.2%	74.0%	61.4%	68.2%
	Issaquah	871	66.4%	69.8%	69.0%	73.5%	62.1%	67.0%
	Lake Washington	1,371	66.8%	69.3%	71.8%	75.0%	64.0%	67.6%
	Edmonds	1,216	68.3%	71.4%	73.3%	77.6%	59.7%	66.0%
	Vashon Island	98	68.4%	70.4%	75.5%	79.2%	60.0%	64.0%
	Shoreline	539	68.6%	74.8%	72.6%	80.5%	65.7%	72.3%
	Kent	1,468	68.7%	72.3%	72.3%	76.5%	59.1%	64.8%
	Granite Falls	126	69.0%	76.2%	75.0%	83.0%	74.2%	87.1%
	Lakewood	132	69.7%	72.0%	75.6%	77.9%	64.3%	71.4%
	Sultan	113	70.8%	75.2%	78.9%	84.2%	72.2%	77.8%
	Lake Stevens	396	71.0%	75.0%	74.6%	79.7%	65.3%	72.6%
	Monroe	312	71.5%	74.0%	79.3%	82.9%	73.2%	78.9%
	Stanwood	301	71.8%	73.1%	75.9%	77.6%	71.0%	72.6%
	Marysville	620	72.7%	74.8%	79.7%	81.9%	73.8%	75.9%
	Tahoma	373	72.9%	76.4%	80.8%	84.4%	70.7%	74.7%
	Arlington	287	73.5%	77.0%	84.1%	88.9%	78.3%	81.2%
	Northshore	1,107	73.7%	75.6%	81.5%	84.0%	69.9%	73.5%
	Snohomish	492	74.6%	75.0%	81.0%	81.3%	74.8%	74.8%
	Snoqualmie Valley	283	76.0%	78.4%	80.0%	83.4%	70.7%	73.9%
	Mukilteo	804	76.2%	78.9%	80.5%	83.5%	73.9%	77.7%
	Auburn	754	76.3%	78.8%	80.5%	83.3%	74.7%	76.4%
	Everett	961	78.9%	80.2%	84.5%	86.0%	70.5%	73.3%

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
Seattle-Bellevue-Everett Average		20,342	68.7%	71.7%	74.0%	77.8%	64.5%	69.1%
Spokane	Great Northern	3	66.7%	66.7%	50.0%	50.0%	N/A	N/A
	Riverside	100	69.0%	74.0%	75.4%	82.6%	62.5%	75.0%
	Liberty	33	69.7%	72.7%	78.3%	82.6%	25.0%	50.0%
	Freeman	54	70.4%	74.1%	79.1%	83.7%	63.6%	72.7%
	Central Valley	703	74.1%	75.7%	84.6%	86.7%	80.3%	83.0%
	Spokane	1,906	74.1%	75.2%	82.2%	83.6%	73.8%	76.4%
	Deer Park	121	75.2%	76.0%	84.9%	86.0%	85.7%	90.5%
	Cheney	215	75.8%	76.3%	83.9%	84.6%	70.6%	73.5%
	Medical Lake	121	76.0%	77.7%	83.7%	85.9%	73.3%	80.0%
	West Valley (Spokane)	203	76.4%	77.8%	82.9%	84.9%	75.0%	75.0%
	Mead	499	77.4%	79.0%	84.9%	86.9%	75.5%	79.4%
	Nine Mile Falls	97	78.4%	80.4%	85.7%	88.9%	55.6%	66.7%
	East Valley (Spokane)	241	78.8%	80.5%	84.5%	87.0%	78.9%	84.2%
Orchard Prairie	6	83.3%	83.3%	100.0%	100.0%	100.0%	100.0%	
Spokane Average		4,302	74.9%	76.3%	83.1%	85.0%	74.5%	78.2%
Tacoma	Franklin Pierce	423	58.9%	65.2%	65.0%	72.9%	60.2%	65.9%
	Orting	118	61.9%	66.9%	75.0%	81.3%	76.9%	80.8%
	White River	237	62.9%	65.8%	73.3%	77.0%	58.5%	63.4%
	Steilacoom Historical	139	65.5%	67.6%	67.9%	69.8%	51.5%	54.5%
	Peninsula	530	66.6%	67.7%	80.8%	82.1%	71.3%	72.3%
	Clover Park	691	66.9%	69.3%	71.0%	74.4%	58.3%	63.2%
	University Place	315	68.9%	70.2%	76.4%	78.2%	58.5%	60.0%
	Sumner	444	69.4%	74.1%	71.3%	77.2%	54.4%	63.2%
	Bethel	941	71.3%	73.4%	77.7%	80.5%	66.7%	70.3%
	Puyallup	1,118	71.6%	75.1%	76.5%	80.4%	63.8%	69.0%
	Eatonville	115	72.2%	78.3%	77.6%	85.5%	64.7%	70.6%
	Tacoma	1,760	72.6%	74.4%	80.8%	83.4%	70.8%	74.6%
	Fife	170	72.9%	75.3%	78.3%	81.7%	64.9%	70.3%
Carbonado	12	75.0%	75.0%	87.5%	87.5%	100.0%	100.0%	
Dieringer	66	89.4%	90.9%	90.7%	93.0%	87.5%	87.5%	
Tacoma Average		7,079	69.6%	72.3%	76.2%	79.7%	64.2%	68.7%
Wenatchee	Palisades	4	25.0%	50.0%	33.3%	66.7%	0.0%	100.0%
	Mansfield	13	53.8%	53.8%	57.1%	57.1%	66.7%	66.7%
	Bridgeport	45	57.8%	57.8%	60.0%	60.0%	70.0%	70.0%
	Orondo	15	60.0%	66.7%	75.0%	75.0%	66.7%	66.7%
	Entiat	25	60.0%	68.0%	68.4%	78.9%	42.9%	57.1%
	Cascade	78	60.3%	62.8%	69.1%	72.7%	53.8%	53.8%
	Manson	37	64.9%	70.3%	76.0%	84.0%	83.3%	83.3%
	Waterville	21	71.4%	76.2%	68.8%	75.0%	60.0%	80.0%
	Lake Chelan	76	75.0%	78.9%	82.0%	88.0%	61.5%	76.9%
	Wenatchee	436	75.7%	76.4%	83.2%	84.2%	77.2%	79.3%
	Cashmere	87	75.9%	75.9%	84.3%	84.3%	68.8%	68.8%
	Eastmont	290	79.0%	80.7%	90.1%	92.6%	89.7%	94.9%
Stehekin	1	100.0%	100.0%	N/A	N/A	N/A	N/A	
Wenatchee Average		1,128	73.3%	75.1%	81.7%	84.2%	74.0%	78.4%

MSA	School District	Number of Teachers (2006)	All Teachers		55 years old or younger (2006)		Less than 5 years experience (2006)	
			District	MSA	District	MSA	District	MSA
Yakima	Granger	78	59.0%	70.5%	66.1%	80.4%	37.5%	62.5%
	Mount Adams	60	60.0%	66.7%	64.7%	70.6%	52.9%	58.8%
	Wapato	186	60.2%	69.9%	70.8%	85.0%	57.9%	77.2%
	Grandview	173	61.8%	65.3%	67.7%	71.8%	66.0%	68.0%
	Union Gap	34	64.7%	76.5%	69.6%	87.0%	66.7%	88.9%
	Sunnyside	332	65.1%	70.8%	69.9%	77.6%	64.3%	75.0%
	Selah	190	66.3%	71.1%	77.2%	82.7%	72.0%	80.0%
	Toppenish	192	66.7%	73.4%	69.2%	77.4%	67.7%	76.9%
	Highland	66	66.7%	71.2%	73.1%	78.8%	60.0%	66.7%
	West Valley (Yakima)	232	68.5%	71.6%	78.9%	82.0%	67.6%	67.6%
	Mabton	56	73.2%	78.6%	77.1%	82.9%	71.4%	78.6%
	Naches Valley	83	73.5%	74.7%	87.3%	88.9%	82.4%	82.4%
	Yakima	807	74.3%	76.0%	84.4%	86.7%	77.6%	80.3%
	Zillah	70	77.1%	80.0%	80.4%	83.9%	75.0%	83.3%
East Valley (Yakima)	156	77.6%	79.5%	79.2%	81.6%	66.7%	69.7%	
Yakima Average		2,715	69.0%	73.2%	76.6%	82.0%	68.3%	75.6%
State Average		57,573	69.9%	72.4%	76.8%	79.9%	66.2%	70.4%
<p><i>Note: Analysis compares personnel ID and school district recorded in the 2006-07 OSPI S275 Personnel Report to personnel ID and school district recorded in the 2011-12 OSPI S275 Personnel Report. Percentages shown represent a teacher recorded at the same district or MSA in both years as a teacher and considered retained. The number of teachers in the base year is provided to offer context to percentages shown. The column labeled "district" reports the percentage of personnel who remained in the same district, while the column labeled "MSA" reports the percentage of personnel who remained in the same MSA but may have moved to a different district within the MSA. "All teachers" measures all staff reported as a teacher in the OSPI S275 Personnel Report. "55 years old or younger" removes those teachers above 55 years old in the base year to minimize the effect of retirement on retention. "Less than 5 years' experience" only considers teachers with less than 5 years of experience in the base year as reported in the OSPI S275 Personnel Reports to examine retention of new teachers. The reasons for teachers ending employment with a district are unknown. A map of the Washington MSA regions is provided below.</i></p>								

Exhibit 1: Map of Washington Metropolitan Statistical Areas



