



# 2024-25

# ANNUAL

# REPORT

## *Appendices*

# Teacher Demographics Five Year Trends

	20-21	21-22	22-23	23-24	24-25
<b>Total Staff</b>	1,342	1,378	1,339	1,408	<b>1,398</b>
Male	22%	23%	24%	23%	<b>21%</b>
Female	78%	77%	76%	77%	<b>78%</b>
White (Non-Hispanic)	90%	89%	89%	87%	<b>87%</b>
Black or African American	5%	5%	4%	6%	<b>6%</b>
Hispanic or Latino	3%	2%	2%	3%	<b>3%</b>
Asian	1%	1%	2%	2%	<b>2%</b>
American Indian or Alaskan Native	<1%	<1%	<1%	<1%	<b>&lt;1%</b>
Native Hawaiian or Pacific Islander	<1%	<1%	<1%	<1%	<b>0.00%</b>
Two or More Races	2%	2%	2%	2%	<b>2%</b>
Average Age	42	42	42	42	<b>43</b>
Average Years of Service	8	8	8	8	<b>8</b>
<b>New Hires</b>	135	220	209	252	<b>180</b>
Male	16%	22%	26%	16%	<b>13%</b>
Female	84%	78%	74%	84%	<b>87%</b>
White (Non-Hispanic)	85%	81%	84%	75%	<b>83%</b>
Black or African American	5%	6%	5%	14%	<b>4%</b>
Hispanic or Latino	4%	4%	3%	6%	<b>8%</b>
Asian	2%	3%	3%	2%	<b>2%</b>
American Indian or Alaskan Native	0%	0%	0%	0%	<b>0%</b>
Native Hawaiian or Pacific Islander	0%	<1%	<1%	0%	<b>0%</b>
Two or More Races	3%	5%	4%	3%	<b>3%</b>
<b>Retirements Only</b>	47	34	44	32	<b>41</b>
Male	23%	12%	11%	22%	<b>32%</b>
Female	77%	88%	89%	78%	<b>68%</b>
White (Non-Hispanic)	91%	91%	95%	97%	<b>95%</b>
Black or African American	9%	6%	5%	0%	<b>0%</b>
Hispanic or Latino	0%	3%	0%	3%	<b>5%</b>
Asian	0%	0%	0%	0%	<b>0%</b>
American Indian or Alaskan Native	0%	0%	0%	0%	<b>0%</b>
Native Hawaiian or Pacific Islander	0%	0%	0%	0%	<b>0%</b>
Two or More Races	0%	0%	0%	0%	<b>0%</b>
Average Age at Retirement	62	62	58	60	<b>62</b>
<b>All Separations</b>	151	169	236	159	<b>186</b>
Male	17%	14%	22%	22%	<b>23%</b>
Female	83%	86%	78%	78%	<b>77%</b>
White (Non-Hispanic)	85%	85%	86%	85%	<b>83%</b>
Black or African American	6%	5%	7%	4%	<b>7%</b>
Hispanic or Latino	3%	7%	2%	4%	<b>6%</b>
Asian	3%	1%	1%	2%	<b>2%</b>
American Indian or Alaskan Native	0%	1%	0%	0%	<b>0%</b>
Native Hawaiian or Pacific Islander	0%	0%	1%	0%	<b>&lt;1%</b>
Two or More Races	3%	2%	3%	6%	<b>1%</b>
<b>Retention Rate</b>	88.80%	87.40%	82.90%	88.10%	<b>86.79%</b>

Total Staff as of 9/30/24. New Hires, Retirements and Terminations for the period 10/1/23 - 9/30/24.

# Classified Employee Five Year Trends

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

Total Staff as of 9/30/24. New Hires, Retirements and Terminations for the period 10/1/23 - 9/30/24.

# Administrators Demographics Five Year Trends

	20-21	21-22	22-23	23-24	24-25
<b>Total Staff</b>	131	131	176	181	192
Male	47%	47%	44%	43%	44%
Female	53%	53%	56%	57%	56%
White (Non-Hispanic)	80%	82%	77%	76%	76%
Black or African American	14%	15%	16%	17%	18%
Hispanic or Latino	4%	2%	2%	3%	3%
Asian	1%	<1%	2%	2%	2%
American Indian or Alaskan Native	0%	0%	0%	0%	<1%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%	0%
Two or More Races	1%	<1%	2%	2%	2%
Average Age	49	48	48	48	49
Average Years of Service	13	12	11	11	12
<b>New Hires</b>	0	7	18	11	10
Male	0%	43%	61%	27%	80%
Female	0%	57%	39%	73%	20%
White (Non-Hispanic)	0%	43%	56%	55%	50%
Black or African American	0%	57%	33%	36%	50%
Hispanic or Latino	0%	0%	0%	9%	0%
Asian	0%	0%	6%	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%	6%	0%	0%
<b>Retirements Only</b>	2	9	10	4	1
Male	50%	44%	40%	25%	100%
Female	50%	56%	60%	75%	0%
White (Non-Hispanic)	100%	67%	80%	100%	100%
Black or African American	0%	22%	20%	0%	0%
Hispanic or Latino	0%	11%	0%	0%	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	61	60	61	77
<b>All Separations</b>	8	14	20	10	8
Male	50%	43%	40%	50%	38%
Female	50%	57%	60%	50%	62%
White (Non-Hispanic)	63%	64%	75%	80%	75%
Black or African American	25%	29%	25%	20%	13%
Hispanic or Latino	13%	7%	0%	0%	13%
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%
<b>Retention Rate</b>	94.10%	89.30%	84.70%	94.30%	95.58%

Total Staff as of 9/30/24. New Hires, Retirements and Terminations for the period 10/1/23 - 9/30/24.

# Division Statistics 10/1/23-9/30/24

	Employee Count 9/30/24*	Gender		Race						Average Years of Service	New Hires 10/1/2023 - 9/30/2024**	Separation**		Turnover***			
		Male	Female	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander			Two or More Races	All Employees	Retirement or Death in Service Only	All Employees	Excluding Retirement or Death in Service	
<b>Elementary Schools</b>																	
Agnor	85	8	77	69	9	4	2	1			8	24	15	4	17.65%	12.94%	
Baker-Butler	101	5	96	83	5	7	5				7	7	17	5	16.83%	11.88%	
Broadus Wood	51	4	47	49			1				6	13	12	2	23.53%	19.61%	
Brownsville	81	8	73	73	3	1	3				8	11	16	3	19.75%	16.05%	
Crozet	69	8	61	65	1	1					7	7	8	2	11.59%	8.70%	
Greer	98	10	88	73	14	4	5				6	16	25	1	25.51%	24.49%	
Hollymead	69	6	63	56	5		6				8	9	5	2	7.25%	4.35%	
Ivy	47	3	44	43		1		1			2	8	6	1	12.77%	10.64%	
Mountain View	122	16	106	80	13	25	3				7	21	24	3	19.67%	17.21%	
Murray Elem	44	6	38	37	3	2	1				8	7	6	1	13.64%	11.36%	
Red Hill	37	4	33	32	3	1	1				6	9	5		13.51%	13.51%	
Scottsville	37	7	30	33	1	3					6	8	7	3	18.92%	10.81%	
Stone-Robinson	77	4	73	69	4	1	1				7	12	11	1	14.29%	12.99%	
Stony Point	40	3	37	32	3	2					9	5	4		10.00%	10.00%	
Woodbrook	96	12	84	65	17	5	6				5	17	25	3	26.04%	22.92%	
<b>Secondary Schools</b>																	
Albemarle	219	68	151	152	35	15	6	1			6	28	33	5	15.07%	12.79%	
Burley	70	22	48	54	12	2	2				7	16	14	3	20.00%	15.71%	
Center for Learning & Growth	5		5	4		1					7	1	1		20.00%	20.00%	
Center I	13	8	5	12			1				4	1			0.00%	0.00%	
Community Lab School	31	12	19	27	3	1					7	2	7	2	22.58%	16.13%	
Henley	89	24	65	72	7	5		1			4	8	13	7	7.87%	5.62%	
Journey	88	23	65	61	20	3	2				2	6	12	17	1	19.32%	18.18%
Lakeside	66	15	51	56	6	2	1				1	10	9	2	13.64%	10.61%	
Monticello	144	57	87	117	18	5	1				3	8	12	1	8.33%	7.64%	
Post High Program	9		9	6	3						6		2		22.22%	22.22%	
Walton	57	15	42	43	13	1					10	3	4		7.02%	7.02%	
Western Albemarle	129	43	86	115	9	2	1				8	14	17	6	13.18%	8.53%	
<b>Departments</b>																	
Building Services	199	145	54	83	56	21	36	2			9	16	17	5	8.54%	6.03%	
Child Nutrition	99	10	89	68	23	5	2	1			7	13	14	2	14.14%	12.12%	
Community Engagement	3	3		1	4	2					10	2	3	1	100.00%	66.67%	
Department of Safety & Security	5	1	4	2	1						4				0.00%	0.00%	
Division Support	7	3	4	4	1						13		1		14.29%	14.29%	
Extended Day Enrichment Prgm	56	4	52	32	18	1	2	1			6	17	25		44.64%	44.64%	
Federal Programs	4		4	3		1					10				0.00%	0.00%	
Fiscal Services	12	2	10	9	2		1				16	1			0.00%	0.00%	
Human Resources	26	8	18	17	6		2				7		3	1	11.54%	7.69%	
Instruction	23	3	20	16	5	1		1			14	2	4	2	17.39%	8.70%	
International and EL Program	13	1	12	7		5	1				5	3	2		15.38%	15.38%	
Professional Development	28	5	23	25	3						10	4			0.00%	0.00%	
School Board	10	3	7	7	2		1				5	3	4	1	40.00%	30.00%	
Special Education	80	5	75	70	5	2	1				2	8	15	2	25.00%	22.50%	
Strategic Communications	5	1	4	4	1						6	1			0.00%	0.00%	
Strategic Planning	4	2	2	4							17				0.00%	0.00%	
Student Services	20	14	6	13	7						6	2			0.00%	0.00%	
Technology	59	39	20	51	5						3	9	5		5.08%	5.08%	
Transportation	218	79	139	161	48	2					7	8	37	12	16.97%	11.47%	
<b>Totals</b>	<b>2845</b>	<b>719</b>	<b>2126</b>	<b>2155</b>	<b>394</b>	<b>134</b>	<b>94</b>	<b>9</b>	<b>0</b>	<b>59</b>	<b>8</b>	<b>421</b>	<b>442</b>	<b>79</b>	<b>15.54%</b>	<b>12.76%</b>	

\*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 9/30/24.

# Ethnicity by Location -- Teachers

	Male								Female								Grand Total
	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Two or more races	Male Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Two or more races	Female Total	
Agnor Elementary School	4						4	43	2	2					47	51	
Albemarle High School	41	10	2	1			4	58	4	7	3			3	102	160	
Baker-Butler Elementary School	3		1					4		2	2				56	60	
Broadus Wood Elementary School	2							2						1	26	28	
Brownsville Elementary School	5							5	1						40	45	
Burley Middle School	16							16	28	6	1	2			37	53	
Center for Learning & Growth									4						4	4	
Center I	7							7	3						3	10	
Community Lab School	8	1						9	11		1				12	21	
Crozet Elementary School	5		1					6	38	1					39	45	
Greer Elementary School	3							3	46	5	2	2		1	56	59	
Henley Middle School	15	1	1		1		1	19	43		2			1	46	65	
Hollymead Elementary School	3							3	32	1		2		1	36	39	
Instruction									2						2	2	
International and EL Programs									4			1			5	5	
Ivy Elementary School	3							3	27				1	1	29	32	
Journey Middle School	12	4		1				17	40	7	1	1		1	50	67	
Lakeside Middle School	11	1						12	33	1	1	1			36	48	
Monticello High School	36	2	5				1	44	53	1		1		2	57	101	
Mountain View Elem School	7	1	1					9	45	3	11	3		1	63	72	
Murray Elementary School	4							4	20	1					21	25	
Post High Program									3						3	3	
Professional Development	3	1						4	19	2					21	25	
Red Hill Elementary School	2							2	18			1			19	21	
Scottsville Elementary School	3	1						4	19						19	23	
Special Education	4							4	49	2	1	1		2	55	59	
Stone-Robinson Elem. School	3							3	37	1				2	40	43	
Stony Point Elementary School		1						1	20						20	21	
Student Services	4	1						5	1						1	6	
Technology	4	1						5	8					1	9	14	
Walton Middle School	8		1					9	27	3					30	39	
Western Albemarle High School	32		1					33	53	4				1	58	91	
Woodbrook Elementary School	5	2						7	38	6	4	5		1	54	61	
<b>Grand Total</b>	253	27	13	2	1	0	6	302	965	51	35	25	1	0	19	1096	1398

\*Data as of 9/30/2024

# Historical Data on New Teacher Hires

Demographic	New Hires 2022-2023	% New Hires 2022-2023	New Hires 2023-2024	% New Hires 2023-2024	New Hires 2024-2025	% New Hires 2024-2025
Teachers of Color	32	15%	57	27%	30	17%
1st Year Teachers	53	26%	79	37%	37	21%
1st Year Teachers of Color	10	5%	27	13%	3	2%
First 3 Years	70	34%	102	47%	59	33%
Bachelors	66	32%	82	39%	68	38%
Masters	134	65%	123	58%	108	60%
Doctorate	7	3%	5	3%	4	2%
Male	53	26%	32	15%	24	13%
Female	154	74%	183	85%	156	87%
<b>Total</b>	<b>207</b>	<b>100%</b>	<b>215</b>	<b>100%</b>	<b>180</b>	<b>100%</b>

# Ethnicity by Location -- Administrators

	Male								Female								Grand Total
	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Two or more races	Male Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Two or more races	Female Total	
Agnor Elementary School	1						1		1						1	2	
Albemarle High School		2					1	3	3	2	1				6	9	
Baker-Butler Elementary School	1						1	1	1						2	3	
Broadus Wood Elementary School									2						2	2	
Brownsville Elementary School	1						1	1							1	2	
Building Services	7						7	4							4	11	
Burley Middle School	1						1		1						1	2	
Center for Learning & Growth										1					1	1	
Center I	1						1									1	
Child Nutrition Program								1							1	1	
Community Engagement	1	1	1				3		2	1					3	6	
Community Lab School	2						2		1						1	3	
Crozet Elementary School								2							2	2	
Department of Safety & Security	2	1					3									3	
Division Support								2							2	2	
Extended Day Enrichment Prgm		1					1									1	
Federal Programs								1							1	1	
Fiscal Services	1						1	3			1				4	5	
Greer Elementary School	1						1	2							2	3	
Henley Middle School	1	1					2		1						1	3	
Hollymead Elementary School	1						1	1							1	2	
Human Resources	3	2					5	7	2		2			1	12	17	
Instruction	3						3	10	4	1		1			16	19	
International and EL Programs								2							2	2	
Ivy Elementary School								2							2	2	
Journey Middle School		1					1	2							2	3	
Lakeside Middle School	2						2									2	
Monticello High School	1	2					3	2	1						3	6	
Mountain View Elem School	1						1	2							2	3	
Murray Elementary School	1						1	1							1	2	
Professional Development	1						1	1							1	2	
Red Hill Elementary School	1						1	1							1	2	
School Board	1						1									1	
Scottsville Elementary School	1						1			1					1	2	
Special Education	1						1	8							8	9	
Stone-Robinson Elem. School	1						1		1						1	2	
Stony Point Elementary School								2							2	2	
Strategic Communications								2							2	2	
Strategic Planning	2						2	2							2	4	
Student Services	3						3	1							1	4	
Technology	17	2					19	5						1	6	25	
Transportation	3						3	2							2	5	
Walton Middle School	1	1					2									2	
Western Albemarle High School	2						2	3	1						4	6	
Woodbrook Elementary School	1	1					2		1						1	3	
<b>Grand Total</b>	<b>67</b>	<b>15</b>	<b>1</b>				<b>1</b>	<b>84</b>	<b>78</b>	<b>19</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>108</b>	<b>192</b>	

\*Data as of 9/30/2024. Administrators are defined as those employees in positions classified at pay grade 18 and above, and that are also FLSA-Exempt.